

— Enhance — Sustainability for — Global smart SCM

Hyundai Glovis Sustainability Report 2025

About this Report

Report Overview

This is the 11th annual Sustainability Report published by Hyundai Glovis, covering key activities and performance in the areas of economy, environment, society, and governance (ESG). Through this Report, Hyundai Glovis aims to disclose its sustainability management performance in a transparent manner and enhance communication with stakeholders.

Reporting Period

The reporting period covers the fiscal year from January 1 to December 31, 2024. Certain information from the first half of 2025 has also been included. Quantitative performance data is provided for a period of at least three years to show trends. Where information differs from previous reports, the reasons for such discrepancies are noted in footnotes.

Reporting Scope

The reporting scope of this report encompasses the domestic head office and business sites of Hyundai Glovis. Financial information is based on the consolidated financial statements prepared in accordance with K-IFRS. For non-financial information, if the reporting boundary differs, such cases are indicated separately within the Report.

Reporting Standards

This Report has been prepared in accordance with the GRI (Global Reporting Initiative) Standards 2021, and complies with the four principles of the AA1000APS (Accountability Principles Standard) — inclusivity, materiality, responsiveness, and impact. To align with evolving global sustainability disclosure practices, this Report also reflects guidelines and industry-specific standards from the ESRS (European Sustainability Reporting Standards), ISSB (International Sustainability Standards Board), and SASB (Sustainability Accounting Standards Board).

Report Verification

To ensure the fairness and credibility of the reporting process and content, this Report has undergone third-party verification by BSI Korea, an independent assurance provider. Additionally, the data on greenhouse gas emissions and energy usage has been separately verified by the Korea Standards Association. For more information, please refer to the Greenhouse Gas Assurance Statement and Independent Assurance Statement provided in this Report.

Notes on the Report

This Report contains information that is material and impactful for Hyundai Glovis stakeholders. It has been prepared with reference to disclosure practices that ensure comparability and reliability while meeting stakeholder information needs. Some parts of this Report may include forward-looking statements based on assumptions or estimates of future business environments. These forward-looking statements may differ due to changes in regulations, market conditions, or industrial structures, which may not be within the company's control or ability to predict accurately. In addition, certain quantitative data in this Report are estimates derived using proxy indicators and methodologies applicable in the current market, and may differ from actual measurements depending on the methodology used by the reader.

UN Global Compact

The UN Global Compact (UNGC) is an international initiative launched in 2000 by former UN Secretary-General Kofi Annan to promote corporate social responsibility. It consists of ten principles across four key areas: Human Rights, Labor, Environment, and Anti-Corruption. Hyundai Glovis fully supports the ten principles of the UNGC and is committed to applying them throughout its management practices.

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Introduction

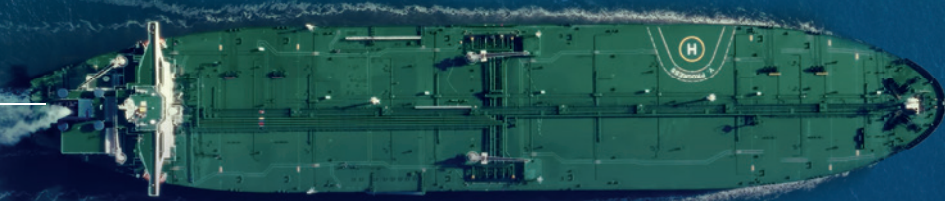
CEO Message

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Company Overview



CEO Message

Dear esteemed stakeholders of Hyundai Glovis,
We would like to express our deepest gratitude for
your consistent support and consideration. Hyundai
Glovis is committed to reciprocating your support.

Unwavering Performance Amid Change

In 2024, the logistics industry faced prolonged uncertainty, stemming from the expansion of global trade protectionism, volatility in interest rates across major economies, and a slowdown in the electric vehicle market. Despite these external headwinds, Hyundai Glovis achieved stable performance through its customer-focused, integrated logistics capabilities and the proactive execution of key strategies.

We attained balanced growth across all business sectors, including logistics, shipping, and distribution, recording our highest-ever annual revenue since the company's founding and achieving double-digit growth in operating profit. In addition, we held our first-ever CEO Investor Day, where we shared our mid- to long-term strategy and financial targets with the market, reinforcing our efforts to enhance shareholder value.

Preparation and Implementation Toward Sustainability

To become a global leader in eco-friendly logistics, Hyundai Glovis is promoting sustainability across the entire supply chain, including vehicles, vessels, and logistics centers. As a result of these efforts, Hyundai Glovis was listed in the Dow Jones Sustainability World Index (DJSI World) for the fourth consecutive year, the only Korean logistics company to achieve this distinction, and received an "A" grade from the Korea Institute of Corporate Governance and Sustainability (KCGS). In particular, we are advancing our ESG disclosure framework to preemptively respond to global sustainability regulations, such as the EU Corporate Sustainability Reporting Directive (CSRD) and Corporate Sustainability Due Diligence Directive (CSDDD). We are also working to strengthen our due diligence system for human rights and the environment across the entire supply chain.

We have established a company-wide implementation roadmap to achieve carbon neutrality by 2045 and are actively promoting initiatives such as enhancing energy efficiency, expanding the use of low-carbon fuels, and strategically responding to global environmental regulations.

Creating a Sustainable Future Together

Hyundai Glovis is committed to building a transparent and responsible supply chain in collaboration with our stakeholders, and to contributing to greater sustainability throughout the industry. Through our participation in the Global Ro-Ro Community (GRC) under the Smart Freight Centre, a leading organization for the decarbonization of global logistics transportation, we are helping establish international standards for carbon intensity and providing customers with reliable transport emissions data, thereby laying the foundation for decarbonizing the maritime supply chain.

Looking ahead, Hyundai Glovis will continue to create new value through technological innovation and business advancement, while remaining firmly committed to achieving carbon neutrality and building a sustainable future. We sincerely thank all our stakeholders for your continued interest and support, and we look forward to growing together as your trusted partner.

Thank you,

CEO of Hyundai Glovis
Lee Kyoo Bok



Company Overview

Since its establishment in 2001, Hyundai Glovis has grown into a global supply chain management (SCM) specialist that supports the efficiency of the entire customer value chain based on its unrivaled logistics capabilities. Through a global logistics network and one-stop total logistics services, the company has expanded its logistics operations beyond finished vehicle logistics to include energy and consumer goods, and through KD business, Autobiz, and trading operations, it supports the global automotive production system and leads the advancement of the used car distribution market. Looking ahead, the company will continue to fulfill its responsibilities and duties as a global top-tier SCM provider through ongoing infrastructure investment and corporate social responsibility activities.

Company Overview

Company Name	Hyundai Glovis Co., Ltd
Established	February 22, 2001
CEO	Kyoo Bok Lee
Main Office	D-Tower, 83-21, Wangsimni-ro, Seongdong-gu, Seoul, Korea
Main Business	Integrated Logistics, Distribution and Sales, Shipping
Listed Market	Korea Exchange (KRX) stock market

Credit Rating

Domestic

AA

Korea Ratings

AA

NICE Investors Service

AA+

Korea Investors Service

Overseas

Baa1

Moody's

BBB+

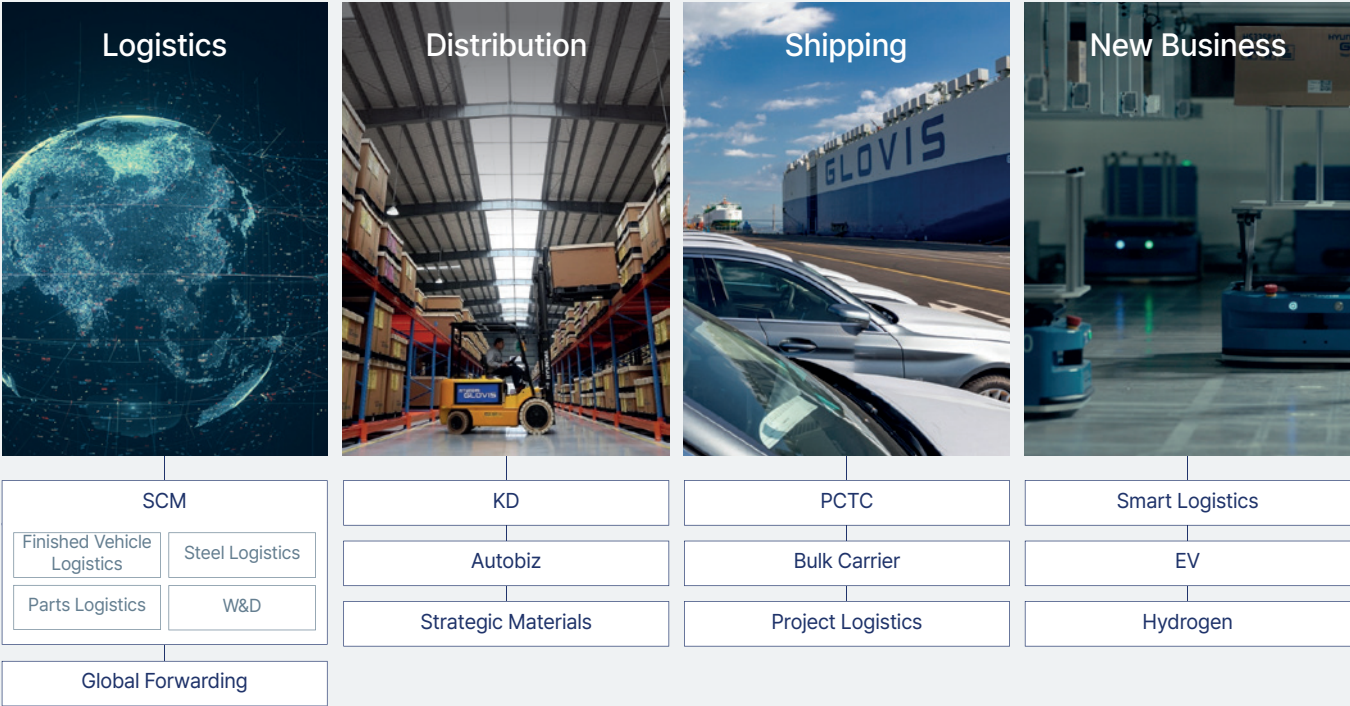
S&P

Key Financial Statements

(December 31, 2024, on a consolidated basis)

(Unit: KRW 100 million)			
Category	2022	2023	2024
Sales	269,819	256,832	284,074
Operating Income	17,985	15,540	17,529
Net Income	11,928	10,701	10,995
Total Assets	138,778	147,250	168,491
Total Stockholder's Equity	68,796	77,839	88,094

Main business Areas (Value Creation Process)



Company Overview

Vision and Management Philosophy

The name Glovis, a compound of Global and Vision, embodies our identity as a global service company that presents a new vision in the era of globalization. Under the vision of becoming a “Global Smart SCM Solution Provider,” we are striving to grow into a top-tier global smart logistics company through continuous growth and the relentless pursuit of business capabilities.

Vision

Global Smart
SCM Solution
Provider

We pursue sustainable growth by providing differentiated value and streamlining the customer value chain.

Philosophy

1

Unlimited Sense of Responsibility

An unlimited sense of responsibility for our customers' safety and happiness is manifested in our quality management and extends to the ideal of creating greater value for society at large.

2

Realization of Possibilities

We constantly pursue new goals without any complacency around our achievements. The risk of failure is no deterrent as we seek new challenges on the way to creating a brighter future.

3

Respect for Mankind

We seek to create value for mankind with better products and services that are delivered more quickly to more people as a way of enriching their lives.

Core Value



Customer

We promote a customer-driven corporate culture by providing the best-in-quality and impeccable services with all values centered on our customers.



Challenge

We refuse to be complacent, and instead embrace every opportunity for greater challenge, and are confident in achieving our goals with unwavering passion and ingenious thinking.



Collaboration

We create synergy through a sense of "togetherness" that is fostered by mutual communication and cooperation within the Company and with our business partners.



People

We believe the future of our organization lies in the attitudes and capabilities of individual members and will help them develop their potential by creating a corporate culture that respects talent.

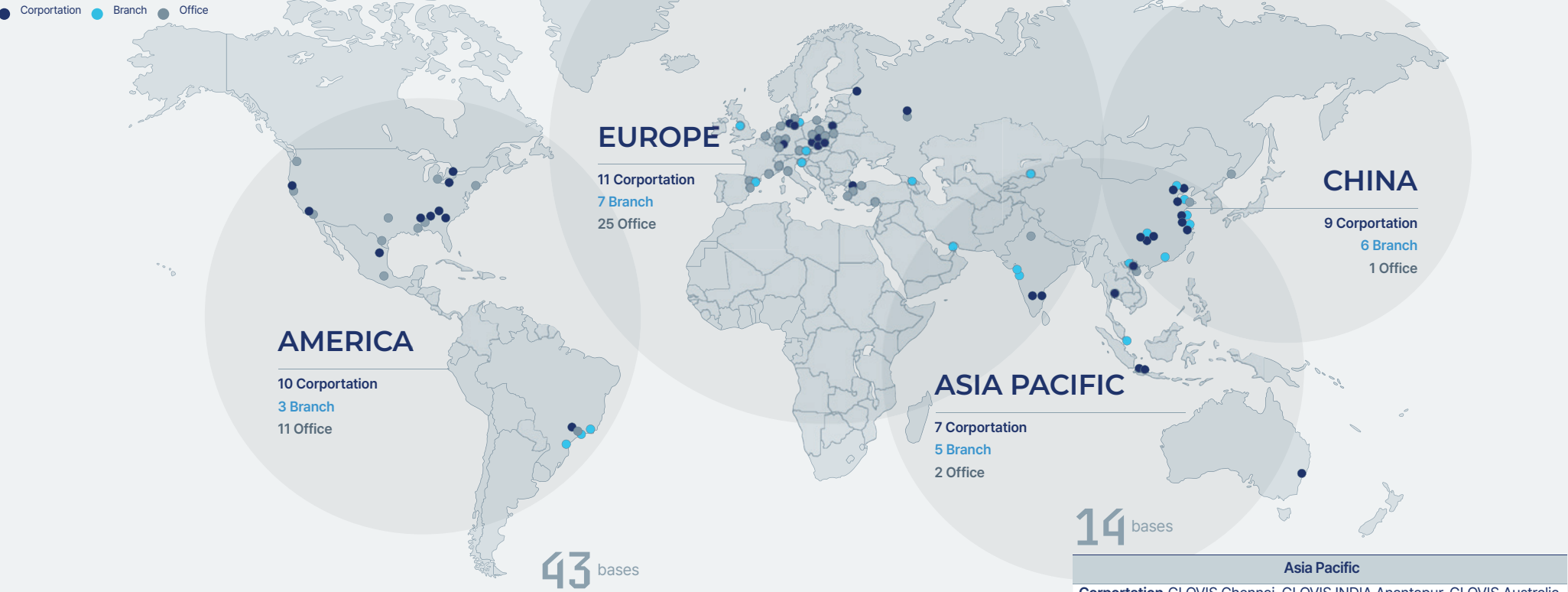


Globality

We respect the diversity of cultures and customs, aspire to be the world's best at what we do, and strive to become a respected global corporate citizen.

Company Overview

Global Network



24 bases

Americas	
Corporation (10)	GLOVIS AMERICA, Global Expedited Transportation Freight, Extreme Transportation, GEAA (Greater Erie Auto Auction), GLOVIS ALABAMA, GLOVIS GEORGIA, GLOVIS CANADA, GLOVIS MEXICO, GLOVIS BRAZIL, GLOVIS EV America
Branch(3)	Santos, Juiz de Fora, Lages
Office(11)	Mexico City, Atlanta, Mobile, New Jersey, Michigan, Dallas, Laredo, San Diego, Auckland, Tacoma, Sao Paulo

Europe	
Corporation (11)	GLOVIS EUROPE, BLG GLOVIS, GLOVIS CZECH, GLOVIS SLOVAKIA, GLOVIS Turkey, GLOVIS Russia, Adampol SA, Adampol Czech, Adampol Slovakia, Vectura, Stena GLOVIS
Branch(7)	Belgium, Barcelona, Koper, UK, Vienna, Georgia, Kazakhstan
Office(25)	Bremerhaven, Hamburg, Frankfurt, Hamburg Autohaus, Frankfurt Autohaus, Mainz Autohaus, Moscow, Vladivostok, Tarragona, Barcelona, Manchester, Vienna, Livorno, Torino, Izmir, Bursa, Arslanbey, Mersin, Malaszewicze, Gdansk, Tychy, Gliwice, Warszawa, Wrocław, Fos-sur-Mer

Asia Pacific	
Corporation (7)	GLOVIS Chennai, GLOVIS INDIA Anantapur, GLOVIS Australia, GLOVIS Vietnam(Hanoi), GLOVIS Indonesia Trading, GLOVIS Indonesia Forwarding, GLOVIS Thailand
Branch(5)	Ho Chi Minh, Singapore, Dubai, Chakan, Mumbai
Office(2)	Delhi, Hai Phong

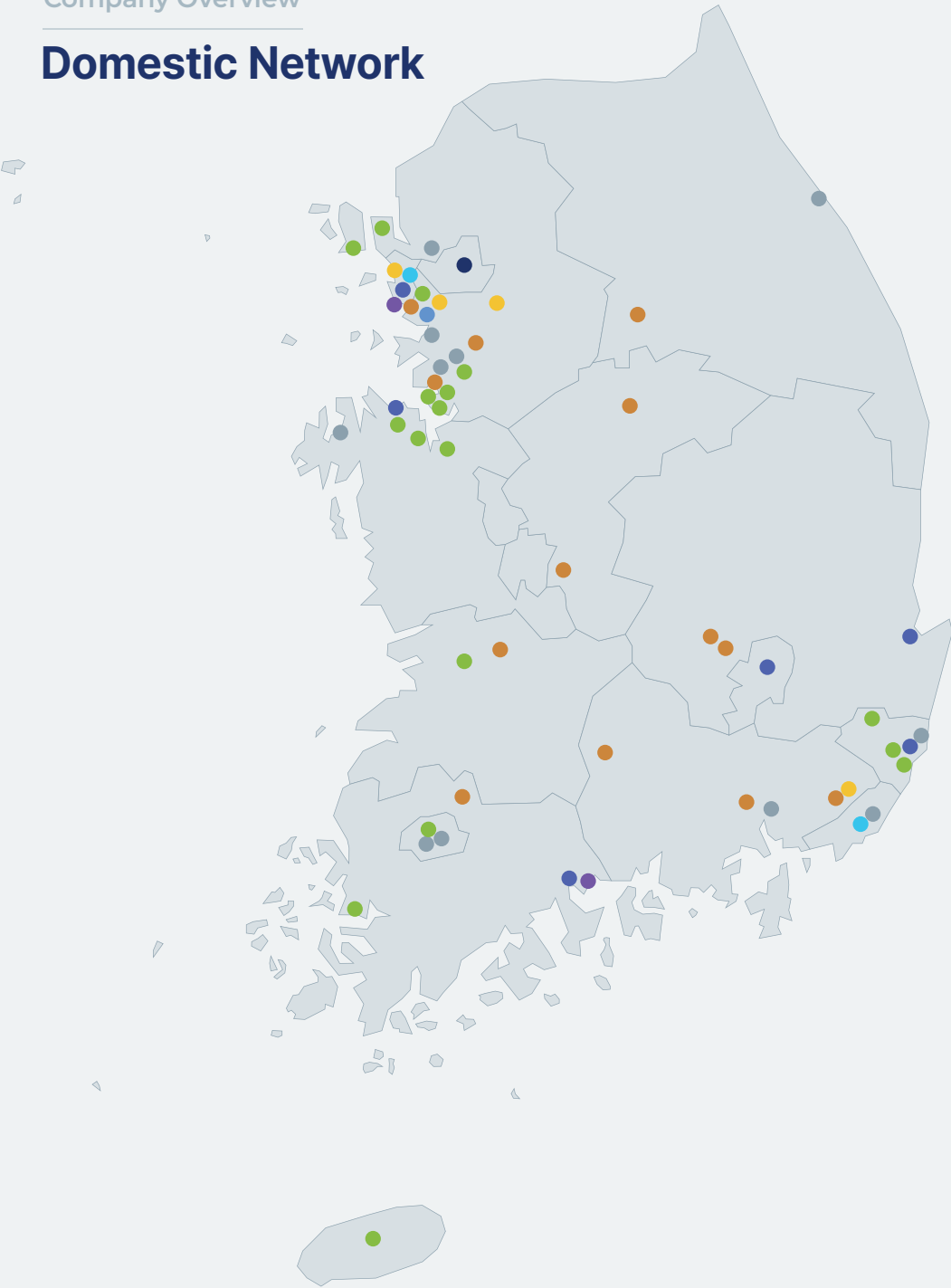
16 bases

China	
Corporation (9)	Beijing GLOVIS, Chengdu GLOVIS, Jiangsu Shichuang Logistics, Changjiu JV Shipping, Zhongdu GLOVIS, Changzhou GLOVIS, Chongqing GLOVIS, Sichuan GLOVIS, Yueda GLOVIS
Branch(6)	Yancheng, Shanghai, Qingdao, Tianjin, Shenzhen, Chongqing
Office(1)	Yantai

Company Overview

Domestic Network

* As of May 31, 2025. Location details can be found on our website



56 bases

● Headquarters(1)	Hyundai Glovis
● Subsidiary(2)	G-MARINE SERVICE, ALTIALL
● LAB(1)	G-LAB
● Business Office(6)	Incheon Business Office, Dangjin Business Office, Gwangyang Business Office, Pohang Business Office, Ulsan Business Office, Daegu Business Office
● Office(11)	Gwangju Office, GGM Office, Busan Office, Gwangmyeong Office, Asan Office, Ulsan Office, Changwon Office, Cheonan Office, Hwaseong Office, Donghae Office, Seosan Office
● Logistics Center(16)	Pyeongtaek Port Processing Center, Mokpo Port Processing Center, Hyangnam Port Processing Center, Asan KD Business 1 Center, Asan KD Business 2 Center, Ulsan KD Business Center, Jeonju C/C, Ulsan 1C/C, Ulsan 2C/C, Gwangju C/C, Autobell Incheon Export Center, Jeju Processing Center, Pyeongtaek Port 2 Processing Center, Asan C/C, Hwaseong C/C, Incheon Airport Processing Center
● Vehicle Release Center(13)	Singal Vehicle Release Center, Siheung Vehicle Release Center, Namyang Vehicle Release Center, Chilgok Vehicle Release Center, Youngnam Vehicle Release Center, Chungju Vehicle Release Center, Okcheon Vehicle Release Center, Wonju Vehicle Release Center, Haman Vehicle Release Center, Damyang Vehicle Release Center, Jeonju Vehicle Release Center, Yongin CPO Processing Center, Yangsan CPO Processing Center
● Used Car Auction(4)	Autobell Bundang Center, Autobell Sihwa Center, Autobell Yangsan Center, Autobell Incheon Center
● International Terminal(2)	Pyeongtaek International Terminal, Gwangyang International Terminal

ESG Management

Sustainability at Hyundai Glovis

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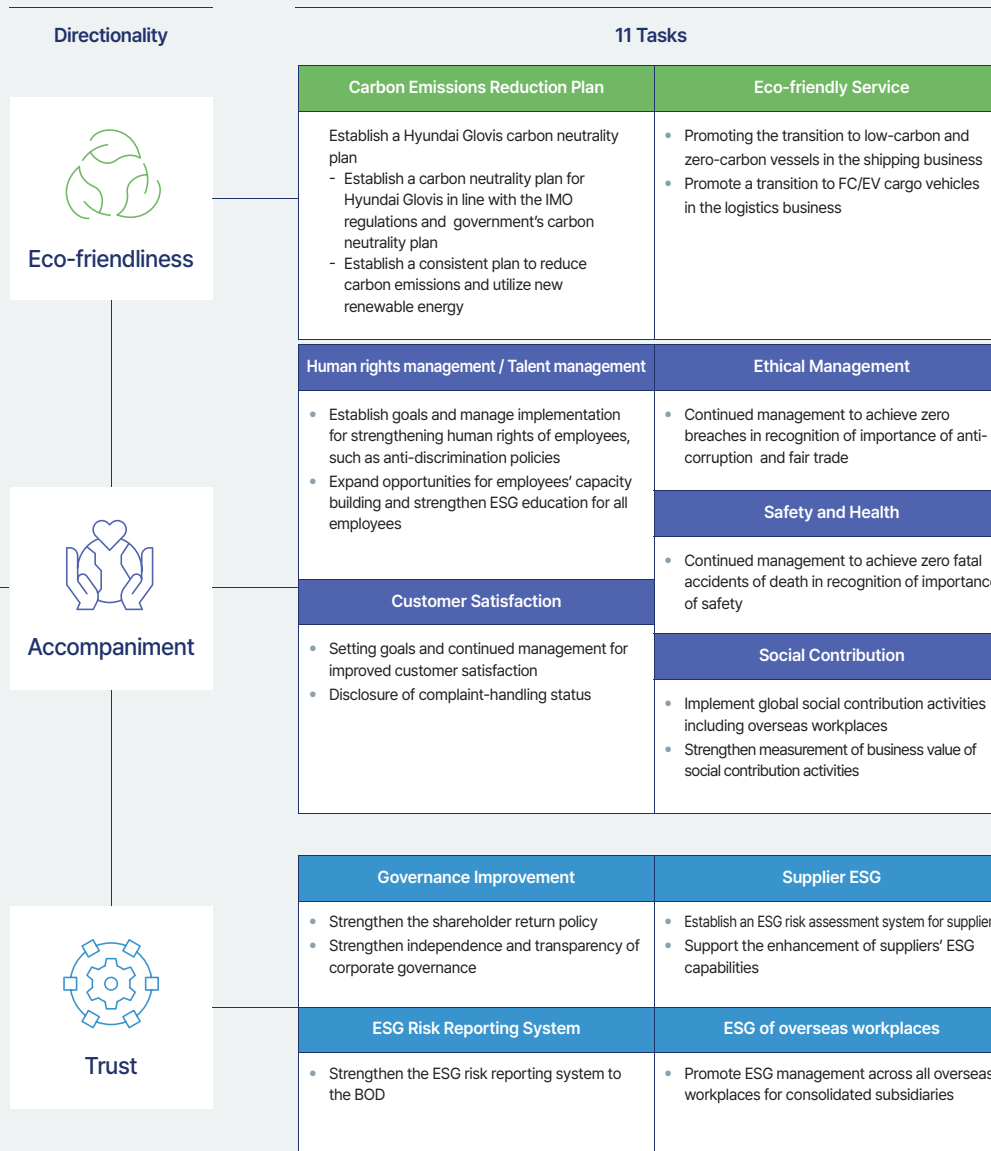
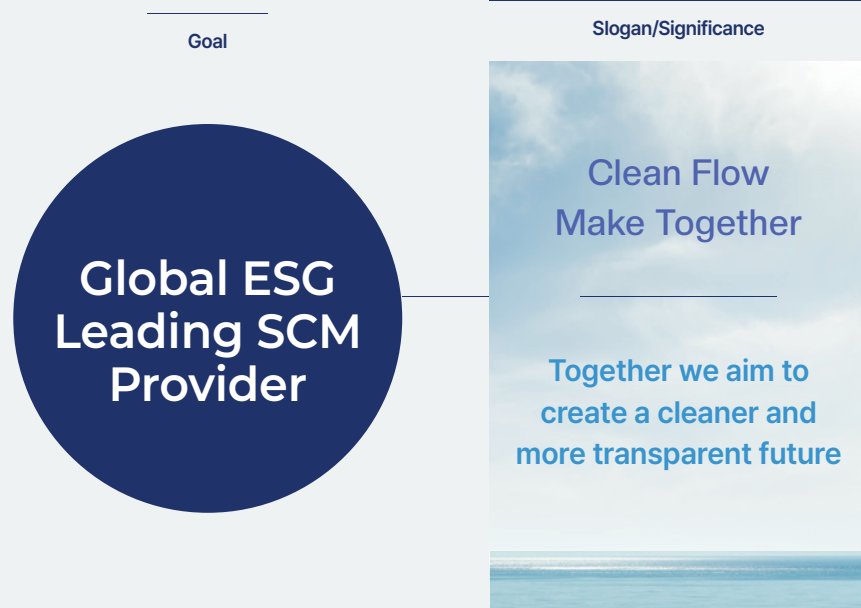
Sustainability History

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Stakeholder Engagement

Sustainability at Hyundai Glovis

Hyundai Glovis has set the ESG vision and strategy of “Clean Flow, Make Together” to foster sustainability in the areas of environment, society, and governance, and is working to internalize sustainable management through the implementation of 11 tasks while fulfilling its responsibility as a Global ESG Leading SCM Provider.

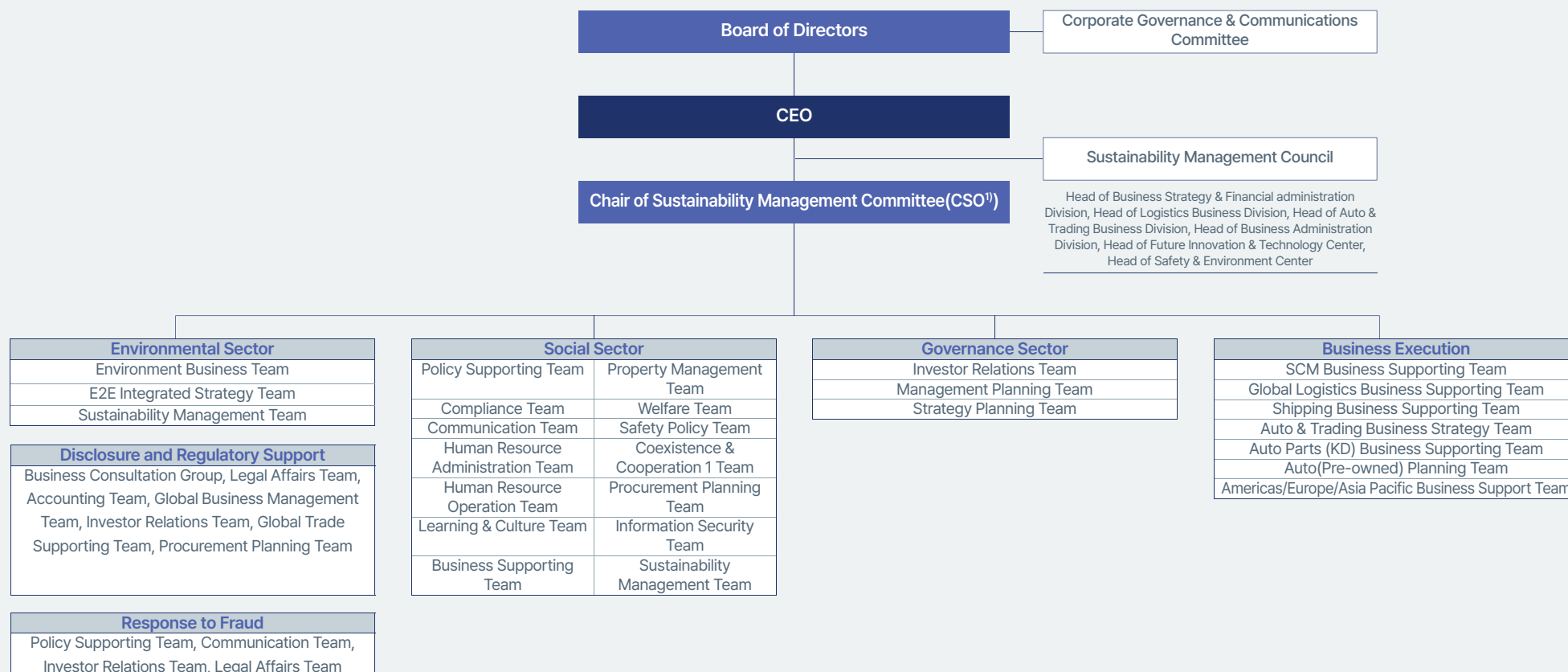


Sustainability at Hyundai Glovis

Sustainability Governance

Hyundai Glovis has established a company-wide Sustainability Management Committee composed of the Board of Directors, Executive Management, and Operational Teams, and through its regular operation, the company identifies and manages various sustainability issues, derives improvement measures, and works to embed sustainability management across the organization. The Corporate Governance & Communications Committee under the Board of Directors receives biannual reports on major ESG-related management issues and strategic directions, and proactively prevents potential risks through deliberation on ESG and other enterprise-wide risks.

Sustainability Governance Structure



¹⁾ CSO(Chief Sustainability Officer)

Sustainability History

2001-2010

- 2001**
 - Establishment of Logitech Korea
- 2004**
 - Obtained the ISO9001(Quality Management System) Certification
- 2007**
 - Obtained the ISO14001(Environmental Management System) Certification
- 2009**
 - Obtained the ISO27001(Information Security Management System) Certification

2011-2020

- 2012**
 - Obtained the Green Logistics Company Certification
- 2015**
 - Launched the social contribution program Safety Awareness Campaign
 - Published a sustainability report for the first time
 - Included in Dow Jones Sustainability Index (DJSI) for Asia Pacific/Korea in 2015
 - Awarded a presidential citation for joint growth with small and medium-sized enterprises (SMEs)
 - The first Company in Korea to be selected as an excellent Company in safe driving

2021-

- 2016**
 - Won the Grand Prize at the Korea Ethical Management Awards
 - Won the Special Prize for carbon management from CDP Climate Change
 - Won the Gold Prize for best practices in eco-friendly logistics from the Ministry of Land, Infrastructure and Transport
- 2017**
 - Received the Carbon Management Sector Honors at CDP
- 2019**
 - Established Korea's first eco-friendly cold chain system
 - Received Green Management Award and Safety Management Award in 2019
- 2020**
 - Received the Minister of Environment Award at the Environmental Information Disclosure Awards 2020
 - Signed MOU for eco-friendly logistics business collaboration with Thailand's CP Group
 - Received Green Management Award and Safety Management Award simultaneously
 - Received the highest rating for win-win relationship between shipper and consignor
- 2021**
 - Joined the UNGC (UN Global Compact)
 - The first global Shipowner to develop a maritime transport solution specifically for electric vehicles
 - Won the Green Management Award and Safety Management Award for 3 consecutive years
 - Received the Minister of Environment Award for Biodiversity Conservation
 - The first Korean logistics Company to be included in the Dow Jones Sustainability World Index
- 2022**
 - Recognized as a top performer in corporate governance by the Korea Institute of Corporate Governance and Sustainability (KCGS)
 - Developed the world's largest liquefied carbon dioxide carrier and obtained international certification
- 2023**
 - Entered into partnership with the global non-profit organization The Ocean Cleanup
 - Published the Hyundai Glovis Net Zero Special Report
 - Received A+ in the ESG evaluation by the Korea Institute of Corporate Governance and Sustainability (KCGS)
 - Received the Carbon Management Sector Honors at CDP for 7 consecutive years
- 2024**
 - Development and distribution of safety helmets exclusively for truck drivers
 - Acquired ISO14001 (Environmental Management System) integrated certification for major overseas subsidiaries
 - Acquired ISO37301 (Compliance Management System) and ISO37001 (Anti-Bribery Management System) integrated certification
 - Introduction of battery penetration type fire suppression equipment to car carriers

2024 Sustainability Highlights



ESG Ratings and Awards



Included in the DJSI World Index for 4 consecutive years



Received an integrated ESG A grade from Korea Institute of Corporate Governance and Sustainability (KCGS)



Won the Safety Management Grand Prize at the Global Standard Management Awards for 6 consecutive years



Environmental Performance



Expanded certification coverage for the Environmental Management System

Acquired additional ISO14001 integrated certification for 10 major overseas subsidiaries



Enhanced vessel exhaust gas management

Introduced an exhaust gas capture and treatment system for emissions from PCTCs (Pure Car and Truck Carriers)



Strengthened the resource circulation system

Signed an MOU to promote the E-Waste Zero, carbon neutrality, and environmental management



Biodiversity Conservation

Established an ecological forest in unused space at an elementary school near the business site



Social Performance



Enhanced workplace safety and health management

Introduced specialized fire suppression equipment for electric vehicle fires on car carriers



Attracted outstanding talent

Awarded industry-academia scholarships to future maritime talents



Enhanced labor communication

Established the Seafarer Labor Union and signed the first collective agreement



Created jobs for individuals with developmental disabilities

Invested in equity of Bravo Beaver Busan, a standard workplace for persons with disabilities



Governance Performance



Enhanced board independence and diversity

Composed the board with a majority of outside directors, and appointed a new foreign outside director to strengthen communication with foreign shareholders



Operated a Compliance Program

Recognized as an outstanding company in Compliance Program (CP) implementation



Strengthened mid- to long-term dividend policy

Dividend payout ratio of 25% (consolidated basis) Increased dividend per share by at least 5% compared to the previous year



Acquired integrated certification for compliance and anti-bribery management systems

Established an integrated certification system for ISO37301 and ISO37001

Stakeholder Engagement

Hyundai Glovis has established a stakeholder engagement policy to actively reflect the opinions and needs of diverse stakeholders, including employees, investors, suppliers, local communities, related institutions, and customers. Communication channels are tailored to the concerns and key topics of each stakeholder group to encourage active participation, and stakeholder feedback is incorporated into management decision-making. The company will continue to utilize various channels to engage with stakeholders and strengthen trust through transparent information disclosure.

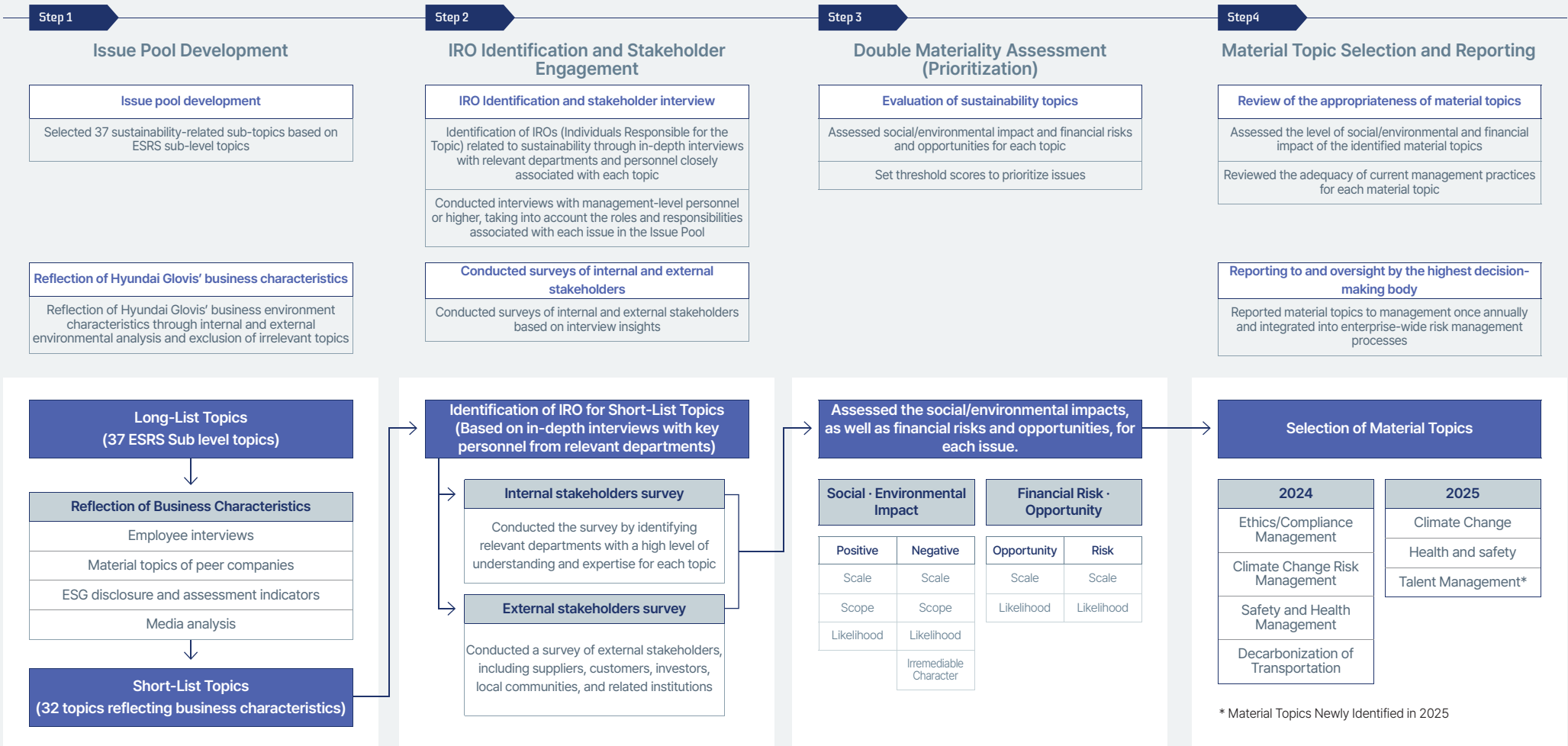
Stakeholder Communication Channels

Stakeholder Group	Definition	Key Communication Channels	Key Interests and Related Issues
Employees 	- Entities engaged in the Company's core activities across diverse business areas - Key internal stakeholders who also play a leading role in fulfilling social responsibility toward external stakeholders	- Intranet / Webzine - Open Chat Committee - Sustainability Management Committee	- Improvement of working conditions and benefits - Capacity building and training opportunities - Performance evaluation processes and results
Investors 	- Providers of financial capital who support corporate growth and pursue investment returns - Stakeholders who help sustain the Company's long-term growth drivers	- General meetings of shareholders - Investor relations (IR) conferences	- Financial performance- Dividend policy and profit-sharing - Global infrastructure development - Business expansion into used EV Battery
Suppliers 	- External stakeholders who support logistics and transport operations and provide technology for mutual benefit - Key partners who enhance the Company's competitiveness by delivering high-quality services	- Supplier training and seminars - Regular meetings - Supplier council	- Shared growth programs - ESG assessment and improvement requests - Support for supplier environmental and safety training
Local Communities 	Residents, civil society organizations, and local governments near business sites, as well as the global public directly or indirectly impacted by the Company's operations	"Safety Empathy" campaign - Support and volunteer activities for partner institutions - Support for the Foundation of Korea Logistics Industry Promotion	- Job creation and retention - Community-tailored social contribution - Local safety promotion (e.g., safety kits distribution)
Government & Relevant Institutions 	- Policymakers, regulators, and standard-setting bodies influencing the Company's operations by establishing or enforcing regulations, policies, and international agreements - Participants in initiatives such as the development of industry standards and the establishment of sustainable logistics and transport systems through collaboration with the Company	- Policy consultations - Participation in industry associations	- Climate action initiatives (e.g., vessel fuel conversion, hydrogen/EV truck deployment) - Policy and regulatory improvements - Proactive participation of member companies
Customers 	Stakeholders who experience the Company's logistics and shipping services and influence its brand reputation and corporate credibility	- Customer satisfaction surveys - Customer meetings	- Service quality and satisfaction - Personal data protection - Brand and service image

Double Materiality Assessment

Hyundai Glovis conducts a double materiality assessment annually to identify critical sustainability-related issues and establish strategic response systems. This assessment references the double materiality methodology recommended by the EU Sustainability Reporting Standards (ESRS), evaluating both the impact of the company's business activities on society and the environment (Impact Materiality) and the influence of social and environmental factors on the company's business (Financial Materiality) to determine material topics.

Double Materiality Assessment Process



Double Materiality Assessment

Result of the Double Materiality Assessment

Climate Change

Materiality Context

- Climate-related regulations are being continuously strengthened by individual countries and the International Maritime Organization (IMO) in response to climate change
- Severe climate change and rising sea levels may alter shipping routes or increase insurance costs, potentially resulting in financial impacts for Hyundai Glovis

Value Chain Classification • Upstream, Own operation



Impact Analysis

Impacts on the Company (Risks and Opportunities)

Opportunity	Expanded opportunities for new contracts by addressing clients' needs for eco-friendly transportation solutions
Opportunity	Enhanced ESG brand value through renewable energy sourcing
Risk	Legal sanctions and cost burden due to non-compliance with emission-related regulations
Risk	Damages to physical infrastructure and shipping routes caused by oceanic climate change

Impacts on External Stakeholders (social/environmental impact)

Positive	Mitigated negative impacts on the environment and local communities through efforts to combat climate change, such as reducing greenhouse gas emissions and improving energy efficiency
Negative	Negative environmental impacts resulting from fossil fuel consumption, including the greenhouse effect and air pollution

Response Strategy

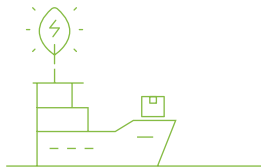
Declared a goal of achieving carbon neutrality by 2045, five years ahead of the maritime industry timeline set by IMO regulations



Transitioning to eco-friendly vehicles through the phased introduction of electric and hydrogen trucks based on each vehicle's replacement cycle



Short-term measures include improving vessel energy efficiency and introducing LNG dual-fuel vessels, with a long-term plan to adopt zero-carbon vessels powered by e-fuel, ammonia, and hydrogen



Metric and Target

Established a greenhouse gas (GHG) emissions reduction target of 20.7% by 2030 and 70.5% by 2040 compared to the 2021 baseline year

20.7%↓ 2030 70.5%↓ 2040

Achieved approximately 17% reduction in domestic GHG emissions (Scope 1 + 2: 3.95 million tCO₂eq in 2021 baseline) as of 2024

Reduced GHG emissions by approximately 550.4 tCO₂eq annually through the deployment of 32 cold chain 1-ton electric trucks

Social Value Measurement

Social value generated (monetized) through the deployment of the company's cold chain 1-ton electric trucks

KRW 145,635,840
(550.4 tCO₂eq × Social Cost of Carbon¹⁾)

GHG emissions reduction from the deployment of 32 cold chain 1-ton electric trucks

550.4 tCO₂eq

Social Cost of Carbon¹⁾

180 \$/tCO₂eq

¹⁾ The Social Cost of Carbon as presented in the report "Report on the Social Cost of Greenhouse Gases: Estimates Incorporating Recent Scientific Advances" (EPA, December 2023), referring to the estimated economic cost that society bears for one year per ton of carbon emitted

Double Materiality Assessment

Result of the Double Materiality Assessment

Health and Safety

Materiality Context

- Preventing industrial accidents and protecting workers' lives in response to strengthened occupational safety and health regulations
- Increasing safety regulations and executive accountability following the enforcement of the Serious Accidents Punishment Act
- Linking industrial accidents to legal and reputational risks, and impacts on corporate productivity

Value Chain Classification • Upstream, Own operation

Impact Analysis

Impacts on the Company (Risks and Opportunities)

Risk	Human losses, legal sanctions, and compensation costs resulting from safety incidents
------	---

Impacts on External Stakeholders (social/environmental impact)

Positive	Contributed to minimizing accidents and enhancing health management by intensively managing Potential Serious Injury and Fatality (P-SIF) cases among supplier employees
Negative	Injuries, accidents, fatalities, and illnesses among supplier employees, leading to supplier workforce losses

Response Strategy

Enhancement of prevention activities on potential serious injuries, Expansion of thematic inspections



Improvement of safety management at overseas subsidiaries and Establishment of safety systems for new businesses



Strengthening supplier safety management and supporting the establishment of prevention systems



Fostering a safety culture based on autonomy and accountability through VR training, specialized safety programs, and participatory safety activities



Metric and Target

Establishment and achievement of 'Create a foundation for health and safety management' in 2024

Monthly thematic inspections at workplace

once a month

(designation of high-risk themes and focused inspections at relevant sites; 100% implementation rate)

Execution of safety consulting for **60 suppliers** under the 'Glo-galgaeyo' program

(achieved 100% of the target, excluding contract-terminated suppliers)

Maintaining zero serious accidents to realize our mid-to-long term vision of becoming a 'Global leader in safety and health that sets the standard in the logistics industry'

Setting the 2025 target for 'Create and advance an autonomous safety management system'

Completion of risk assessment for 76 domestic worksites

100%

Improvement rate in safety inspection and diagnosis

90% Achievement of over

Execution of safety consulting for **50 suppliers** under the 'Glo-galgaeyo' program

Social Value Measurement

Effect of suppressing loss costs by preventing serious accidents in the company

KRW **10.285** billion

(Estimated cost in the event of a serious accident : KRW 8.5 billion¹⁾ × 1.21)

Fatality rate per 10,000 workers in the transportation, storage, and communications industry in 2024²⁾

1.21

Hyundai Glovis fatality rate per 10,000 workers in 2024

0.00

¹⁾ Estimated damages of K Insurance Company (up to KRW 8.5 billion or more): KRW 0.1 to 1 billion for accident investigation, KRW 0.5 to 2 billion for prosecution and trial, KRW 5 billion for court judgment (including punitive compensation), cost of recurrence prevention

²⁾ 2024 Industrial Accident Statistics, Ministry of Employment and Labor (MOEL)

Double Materiality Assessment

Result of the Double Materiality Assessment

Talent Management

Materiality Context

- Guaranteeing labor rights and fostering cooperative labor-management relations contribute to building a collaborative organizational foundation and strengthening management stability
- Ensuring fairness and transparency in performance evaluation enhances employee motivation and performance, while deficiencies in the system may lead to a decline in employee trust and increased turnover
- Promoting diversity and inclusion contributes to the formation of a flexible organizational culture, the attraction of top talent, and the enhancement of organizational adaptability

Value Chain • Own operation
Classification



Impact Analysis

Impacts on the Company (Risks and Opportunities)

Opportunity	Secured organizational stability and a foundation for sustainable management by fostering a cooperative labor-management culture
Opportunity	Strengthened employee capabilities, attracted talent, and enhanced organizational competitiveness through the establishment of a fair and transparent performance management system
Risks	Legal risks and labor-management conflicts arising from insufficient protection of labor rights
Risks	Decline in job satisfaction and productivity, and increased turnover due to excessive working hours and inadequate working conditions

Impacts on External Stakeholders (social/environmental impact)

Positive	Fulfilled social responsibility and enhanced stakeholder trust by promoting an inclusive organizational culture
Positive	Secured sustainability of the logistics industry ecosystem through mutual growth with local communities and maritime education institutions

Response Strategy

Expanding communication channels for talent acquisition through recruitment fairs and recruitment information sessions, as well as online platforms such as the company website and YouTube

Providing scholarships to future maritime talent to develop industry-specific human resources tailored to the shipping industry



Building a flexible system and work environment based on autonomy and responsibility, including workations and the Self-Directed Work



Metric and Target

Set and achieved the 2024 goal of selecting a total of 12 industry-academia scholarship recipients from maritime universities

Selected 12 fourth-year students from Korea Maritime & Ocean University and Mokpo National Maritime University and provided tuition and academic support funding

12 students

Set a goal to improve the organizational culture survey score in 2024

Established annual organizational Ground Rules¹⁾ across all departments and selected 43 Culture Board²⁾ members to collect and manage feedback related to organizational culture

43 members

Improved the organizational culture survey score from 74.9 in 2023 to 76.8 in 2024

74.9 points
2023
↓
76.8 points
2024

Social Value Measurement

Social value generated (monetized) through the selection and support of industry-academia scholarship recipients from maritime universities

KRW 25,243,859

(12 recipients x average competency development time for job seekers³⁾ x monetary value of competency development⁴⁾ x contribution rate⁵⁾)

Number of beneficiaries in 2024

12 members

¹⁾ Established department-specific Ground Rules through a bottom-up approach, reflecting the unique characteristics of each team and encouraging both managers and members to commit to them

²⁾ Designated employees in each department to collect and manage feedback related to organizational culture

³⁾ An average of approximately 924 hours per year for competency development among job seekers, as presented by survey organizations such as S and media outlets such as A

⁴⁾ An average monetary value of approximately KRW 10,003 per hour for competency development among job seekers, as presented by training institutions such as H and E

⁵⁾ Referenced from the change in job-seeking competency before and after employment training programs, as presented in a 2018 study by Chosun University

Focus Issues

Climate Change

021

Talent Managemet

041

029

Health and Safety

Climate Change

GOVERNANCE

Climate Change Governance

- To systematically manage climate-related risks and opportunities, Hyundai Glovis has established a governance structure consisting of the Board of Directors, executive management, and a dedicated climate change organization
- The KPIs of the Chief Risk Officer (CRO¹⁾ / Head of Safety and Environment Center) and the Environment Business Team incorporate factors such as ISO14001 certification status, results of environmental assessments by the Korea ESG Standards Institute, and group-level evaluations related to carbon neutrality and energy transition, with the degree of KPI achievement and qualitative evaluation results being comprehensively reflected in financial performance-based compensation

Role and Responsibilities of the Board of Directors

- The Board of Directors receives reports once a year on climate-related targets, action plans, performance, and budgets, approving and overseeing the relevant agenda items
- The Corporate Governance & Communications Committee deliberates on ESG risks, including climate change, at least once a year in accordance with the committee's regulations

Climate Change related agendas and reports submitted to the Board of Directors in 2024

Date	Board/Committee	Reported/Resolved	Agendas
Feb 14. 2024	Corporate Governance & Communications Committee	Reported	ESG Management Plan in 202
Apr 22. 2024	Corporate Governance & Communications Committee	Approved	Vessel Investment
May 30. 2024	Board of Directors	Reported	Establishment and implementation of an eco-friendly roadmap targeting carbon neutrality by 2045
Nov 28. 2024	Board of Directors	Reported	Report on Progress of ESG Management

* Further details on key resolution items disclosed in the business report

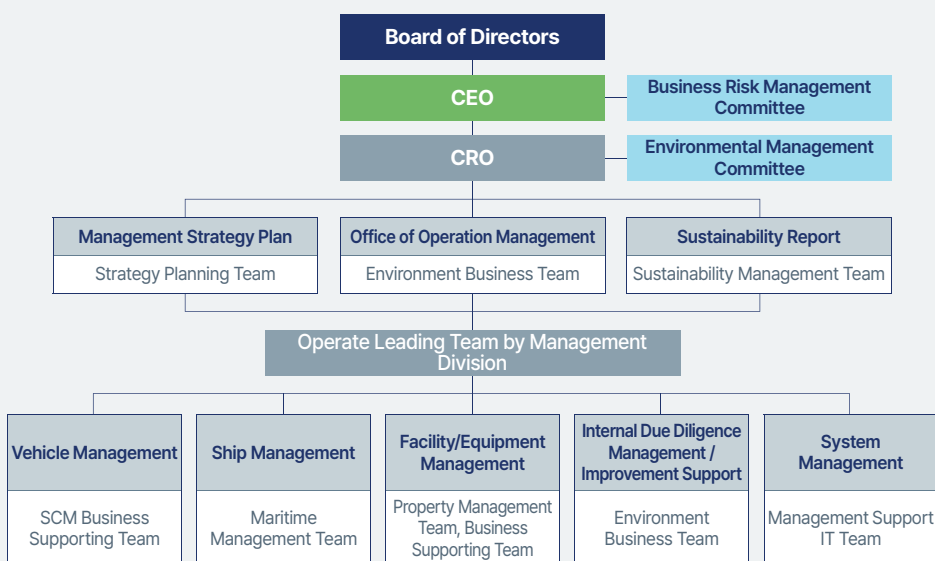
Responsibility and Role of Eecutives

- Operating the Business Risk Management Committee chaired by the CEO
 - Making decisions on material issues related to climate change
 - Reporting such issues to the Board of Directors when deemed critical in severity
- Operating the Environmental Management Committee chaired by the Chief Risk Officer (CRO)
 - Holding meetings at least once per quarter, overseeing company-wide climate-related planning and risk management
 - Monitoring climate-related performance such as GHG emissions and energy consumption, and reporting outcomes to the CEO

Role of the Dedicated Organization

- The Environment Business Team oversees company-wide climate change response at the operational level
 - With responsibilities including the establishment and implementation of climate action plans, verification of progress toward GHG reduction targets, monitoring of GHG emissions, and tracking of internal and external climate-related trends

Climate Change Governance Organizational Chart



¹⁾ Chief Risk Officer

Climate Change

STRATEGY

Climate Change Risk and Opportunity Analysis

- Identifies climate-related risks and opportunities from short-, medium-, and long-term perspectives through qualitative and quantitative scenario analysis and materiality assessment (matrix-based approach), and analyzes corresponding financial impacts to establish response strategies
 - Physical risks associated with climate phenomena are assessed using the IPCC RCP 6.0 scenario, while transition risks and opportunities linked to a low-carbon economy are analyzed in line with the IEA NZE 2050 scenario
- A representative medium-term risk was identified as a potential decline in market value (e.g., share price) due to insufficient transparency in disclosing climate-related policies and capabilities, which could fall short of stakeholder expectations
 - As a response strategy, climate-related disclosure is included in the KPIs of climate governance entities (e.g., C-level executives and dedicated teams)
- Regulatory tightening of GHG emissions is recognized as a short-term risk. Hyundai Glovis is subject to the Korean Emissions Trading Scheme (K-ETS), under which excess emissions incur a penalty of approximately KRW 100,000 per ton. In 2025, this could lead to a potential financial impact of KRW 186 million
 - The company publicly discloses that the environmental task force is fully responsible for responding to GHG-related regulations

Category		Defining Risk Factors	Likelihood	Potential Financial Impact	Financial Materiality	Response Strategy
Physical Risk	Acute	Abnormal weather events (e.g., typhoons, floods, heavy snow)	Medium	Asset damage and shortened asset life	Medium	Assessment and monitoring of adaptation risks due to environmental change
Transition Risk	Regulation	Tightening of GHG regulations	High	Increase in operational costs and emissions credit purchases	High	Risk assessment and response strategy development
		Stricter international maritime conventions and regulations	High	Risk of revenue loss due to operational ban on vessels if regulations are not met	High	Risk assessment and response strategy development
	Technology	IMO GHG regulation compliance (e.g., EEXI – technical measures)	Medium	Increased costs for equipment installation	High	Monitor regulatory trends and manage relevant data
	Market	Environmental risks from customers and partners in the value chain	Medium	Increased need to respond to sensitive information requests	High	Response to customer ESG-related requirements
	Reputation	Rising stakeholder demands for climate action	High	Reduced investment in companies with poor environmental performance	Medium	Disclosure of climate-related information
Opportunity	Market	Incentives for eco-certified ships and green ports	Medium	Reduction in operational costs through use of incentives for green ships and ports	Medium	Monitor trends in ship and port incentives

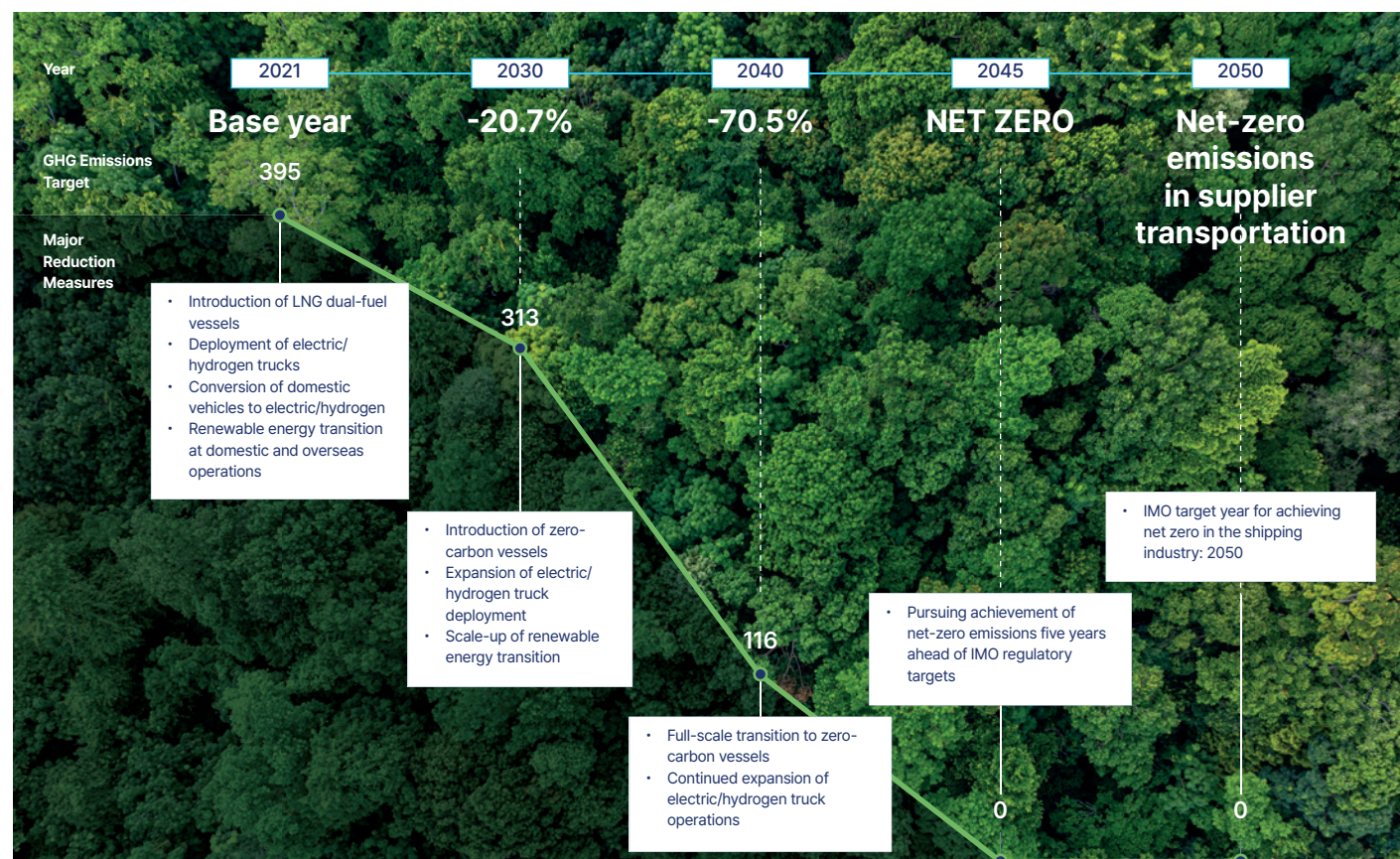
Climate Change

STRATEGY

Establishment of 2045 Net-Zero Target

- Established a 2045 net-zero target¹⁾ in 2023, five years ahead of the IMO's 2050 decarbonization goal, by implementing detailed action plans based on four core net-zero strategies, including the adoption of zero-carbon vessels²⁾, transition to electric and hydrogen-powered trucks, and conversion to renewable energy sources
 - Established a target to achieve net-zero by 2050 in Scope 3 (supplier transportation) emissions by encouraging emissions reduction efforts throughout supplier logistics operations across the value chain

2045 NET ZERO PATHWAY

(Unit : 10,000 tCO₂eq)


Four Core Strategies for Achieving Net-Zero by 2045

1

Establish systematic, phase-based targets to achieve carbon neutrality in the shipping business

Implement phased decarbonization strategies, including the introduction of LNG dual-fuel vessels and the transition to zero-carbon vessels

2

Build an end-to-end green logistics value chain

Transition transportation modes to electric and hydrogen-powered trucks and zero-carbon vessels

3

Expand the zero-carbon value chain across suppliers

Actively promote and support carbon neutrality among suppliers to scale the zero-carbon value chain

4

Strengthen customer support

Disclose emissions data transparently to help customers reduce Scope 3 emissions and achieve their own carbon neutrality goals

¹⁾ Corresponds to Scope 1 and Scope 2 emissions

²⁾ Vessels powered by zero-carbon fuels—such as green hydrogen, green ammonia, and electro-synthetic fuels—whose production and use generate no carbon emissions across the entire lifecycle (based on renewable energy sources)

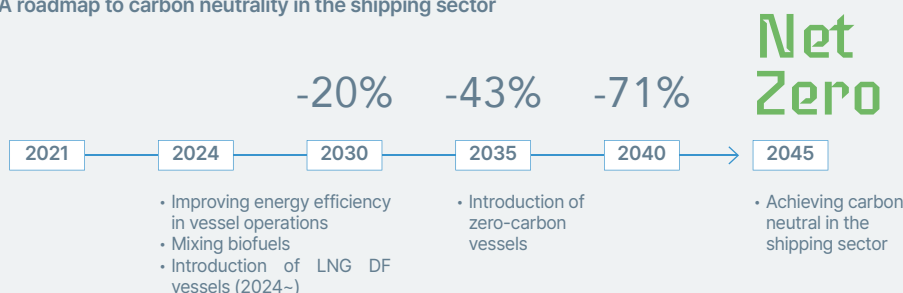
Climate Change

STRATEGY

Carbon neutrality implementation plan in the shipping sector

- Established a carbon neutrality target for 2045, five years ahead of the IMO's 2050 decarbonization goal for international shipping
 - Short term : Improving energy efficiency in vessel operations, Mixing biofuels, Introducing LNG DF vessels
 - Mid- to long-term : Transitioning to zero-carbon fuels such as electro-synthetic fuel, ammonia, and hydrogen

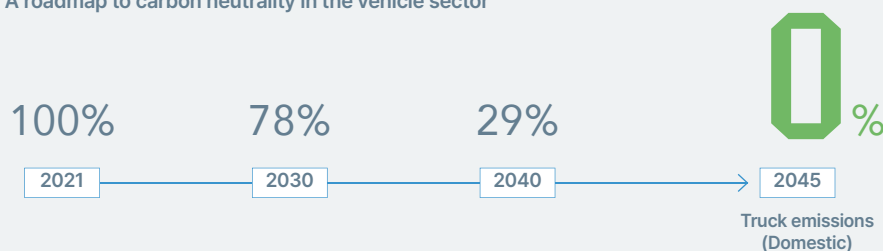
A roadmap to carbon neutrality in the shipping sector



Carbon neutrality implementation plan in the vehicle sector

- Establishing a phased transition plan to electric and hydrogen trucks by vehicle tonnage, considering the level of commercialized technology and vehicle replacement cycles
- Establishing a carbon offset plan for overseas operations by minimizing emissions based on each country's local conditions and compensating for residual emissions through direct carbon removal and absorption projects

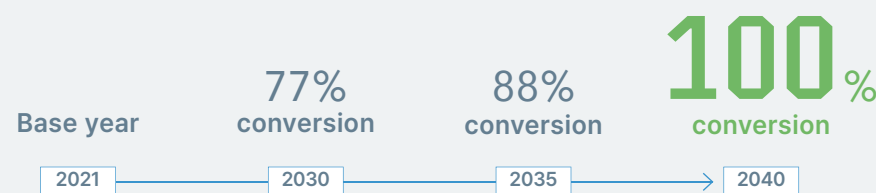
A roadmap to carbon neutrality in the vehicle sector



Plan to implement transition to renewable energy

- Setting a 100% renewable energy transition target for domestic operations and overseas subsidiaries through power purchase agreements (PPAs) and renewable energy certificates (RECs), considering regional conditions and readiness for renewable adoption
 - Targeting 100% renewable energy by 2030 for overseas subsidiaries in the Americas and Asia, and by 2040 for those in Europe and the Korean headquarters
 - Promoting REC purchases and PPA contracts, and proactively reviewing on-site generation in the construction of new facilities
 - Accelerating REC and PPA adoption beginning with overseas subsidiaries
 - Diversifying the renewable energy sourcing portfolio by expanding direct procurement and prioritizing on-site generation for new facilities

Roadmap of transition to renewable energy



Carbon neutrality implementation plan in the supplier transportation

- Setting a 2050 carbon neutrality target for partner transportation by encouraging emissions reduction throughout the transport process
 - Incorporating factors such as the ownership and deployment rate of low-emission vehicles and the transition to electric and hydrogen trucks in the selection and performance evaluation of transport partners

Climate Change

RISK MANAGEMENT

Efforts to Mitigate and Adapt to Climate Change

Modal Shift in Transportation

- Reduced greenhouse gas emissions by shifting freight transport from road-based systems to coastal shipping
- Selected in 2024 as a participating operator in the Ministry of Oceans and Fisheries' Modal Shift Subsidy Program

GHG Reduction Effect of Modal Shift to Coastal Shipping¹⁾

Category	Unit	Road Transport	Category	Unit	Coastal Shipping
Cargo volume per transportation	MT/Time	25	Cargo volume per transportation	MT/Time	9,919
Number of transportation	Time	172,592	Number of coastal shipping	Time	435
Diesel consumption	kL	37,895	Annual marine fuel consumption	MT	9,552
Energy consumption	TJ	1,429	Annual energy consumption	TJ	564
GHG emissions	tCO ₂ eq	100,849	Annual GHG emissions	tCO ₂ eq	40,590

¹⁾ Based on 2024 performance; assumes equivalent transport frequency

Participation in Eco-Driving Campaign for Freight Trucks

- Participated in the Eco-Driving campaign for freight trucks organized by the Ministry of Land, Infrastructure and Transport and the Korea Transportation Safety Authority to improve fuel efficiency and promote awareness of eco-friendly logistics practices, and received the Encouragement Award in the corporate category
 - Conducted eco-driving training to improve driving behaviors by minimizing rapid acceleration, hard braking, and idling
 - Installed Digital Tacho Graph (DTG) devices in freight trucks to record and analyze real-time driving data such as driving hours, travel distance, and risky driving behaviors

Advanced GHG Management for Vehicles and Buildings

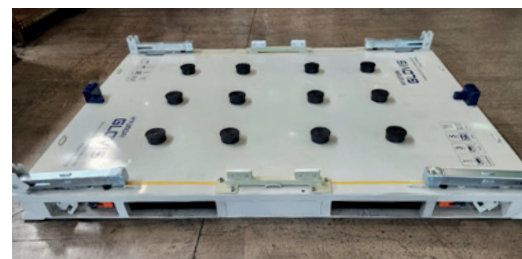
- Built an internal MRV (Monitoring, Reporting, Verification) system to manage greenhouse gas emissions and conducts third-party verification annually through a government-designated verifier
- As a regulated entity under the Emissions Trading Scheme (ETS), prepares and distributes the company-wide bulletin Glovis ETS Information, which summarizes emissions performance and market trends
- Sets environmental management targets for GHG reduction by business site and continuously monitors emissions and implementation status against those targets

GHG Reduction Through Cold Chain Electric Vehicle Delivery

- Deployed electric trucks within the cold chain logistics system for refrigerated/frozen goods transport (2020~)
 - As of May 2025, 32 one-ton electric trucks are in operation for Hyundai Department Store and Hyundai Livart
 - Achieved an annual GHG reduction of approximately 550.4 tCO₂eq and annual fuel cost savings of around KRW 108 million

Patent Acquisition for Dedicated Platform Container for Used EV Battery Transport

- Developed and patented a dedicated container for transporting end-of-life EV batteries (2021)
 - Increased loading capacity more than threefold (from 5 to 17 batteries per 11-ton truck) through multi-layer stacking
 - Designed with an adjustable rail system to allow flexible container sizing, and constructed with insulating materials to prevent short circuits



Climate Change

RISK MANAGEMENT

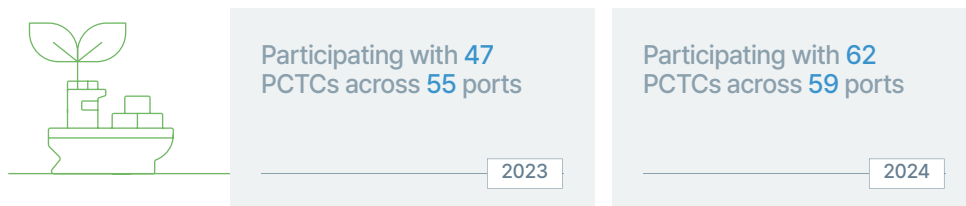
Efforts to Mitigate and Adapt to Climate Change

Vessel greenhouse gas management

- Introducing a vessel management system for ships calling at major EU ports in response to the EU's GHG emissions regulation (MRV: Monitoring, Reporting, Verification)
 - Collecting GHG data — including fuel consumption and CO₂ emissions — for 23 vessels as of 2024, with third-party verification completed by an EU-accredited organization
- Collecting and submitting fuel consumption and GHG emissions data for all operated vessels in accordance with the IMO's DCS (Data Collection System)

Participating in the ESI (Environmental Ship Index) system

- Participating in the ESI¹⁾ program administered by the International Association of Ports and Harbors (IAPH) to assess the environmental performance of vessels



Management of CII (Carbon Intensity Indicator), EEDI (Energy Efficiency Design Index), and EEXI (Energy Efficiency Existing Ship Index)

- Establishing a monitoring system for the Carbon Intensity Indicator (CII) to assess vessel-level carbon intensity
 - Calculating and managing expected CII ratings and potential rating changes for each vessel
- Managing energy efficiency compliance through the Ship Energy Efficiency Management Plan, in response to regulations on the Energy Efficiency Design Index (EEDI) for newbuilds and the Energy Efficiency Existing Ship Index (EEXI) for existing vessels

Scrubber installation on Vessels

- Installing scrubbers on vessels to reduce sulfur oxide emissions from marine fuel in response to the IMO 2020 environmental regulation

Status of new scrubber installations on vessels



Use of low friction paint

- Piloting the application of low-friction paint on four owned vessels in 2022 to verify its effectiveness in improving vessel speed and reducing fuel consumption, in response to the IMO's regulations on energy efficiency and GHG emissions
 - Expanded the application to a total of nine vessels based on the verified results (2023 : 4 vessels, 2024 : 5 vessels)
 - Planning to apply low-friction paint to an additional 15 vessels between 2025 and 2026

Using bio-marine fuel in PCTCs (Pure Car and Truck Carriers)

- Bunkered biofuel MDF1-30 (B30 blend) on the GLOVIS SUNRISE in 2023, supplied by GoodFuels, a Dutch biofuel provider, using waste cooking oil and animal fats as feedstock
- Adopted 700 metric tons of B100 marine biofuel on the GLOVIS COSMOS in 2024, supplied by TotalEnergies Marine Fuels, a Singapore-based marine biofuel provider
 - Utilized ISCC (International Sustainability & Carbon Certification)-certified biofuel produced from second-generation waste, specifically used cooking oil collected in Southeast Asia

¹⁾ A voluntary incentive program that rewards shipping companies implementing enhanced engines, fuels, and technologies to reduce vessel emissions beyond the environmental standards required by the International Maritime Organization (IMO)

Climate Change

RISK MANAGEMENT

Efforts to Mitigate and Adapt to Climate Change

Expansion of LNG Maritime Transportation Business

- Signed a 15-year long-term LNG transportation contract with Woodside, Australia's largest liquefied natural gas (LNG) producer (2022)
 - Held a naming ceremony in 2024 for Hyundai Glovis' first proprietary LNG carrier, Woodside Scarlet Ibis
- Formed a consortium with Japanese shipping company Kawasaki Kisen Kaisha, Ltd. to sign a long-term transportation contract with QatarEnergy, the state-owned energy company of Qatar, for four LNG carriers (2024)

Partnership for Hydrogen and Ammonia Maritime Transport

- Partnership for Hydrogen and Ammonia Maritime Transport Signed a Memorandum of Understanding (MoU) with HD Hyundai Heavy Industries, Australian energy company Woodside, and Japanese shipping company MOL to collaborate on the development of a liquefied hydrogen maritime transport value chain (2024)
 - Plans to conduct technical feasibility studies and operational research for liquefied hydrogen carriers by 2030

Participation in Hydrogen-Powered Vehicle Pilot Projects

- Signed a Memorandum of Understanding (MoU) with Hyundai Motor Company, the Ministry of Land, Infrastructure and Transport, the Ministry of Trade, Industry and Energy, and the Ministry of Environment to implement a pilot project for hydrogen-powered freight trucks (2020)
 - Began operation of two XCIENT Fuel Cell trucks (2021~) and collected operational data
- Participated in a hydrogen mobility demonstration project in cooperation with Hyundai Motor Company, Hyundai Mobis, the Ministry of SMEs and Startups, and Ulsan Metropolitan City (2023)
 - Operated hydrogen forklifts for inbound and outbound logistics in auto parts warehouses and gathered related data
- Participated in the Pyeongtaek Port Hydrogen Car Transporter Pilot Project in collaboration with Hyundai Motor Company, the Ministry of Environment, and Pyeongtaek City (2024~)
 - Deployed hydrogen-powered car transporters in place of conventional diesel transport trucks under a pilot program at Pyeongtaek Port



Climate Change

METRICS & TARGETS

GHG Emissions (Standalone Basis)

Category		Unit	2022	2023	2024
Total Emissions (Scope 1 + Scope 2)		tCO ₂ eq	3,935,282	3,500,014	3,284,344
Total Emissions (Scope 1 + Scope 2) Intensity ¹⁾		tCO ₂ eq	18.28	17.95	15.18
Scope 1	Total	tCO ₂ eq	3,924,263	3,489,416	3,273,992
	Headquarters	tCO ₂ eq	68,762	68,680	69,178
	Outbound ships	tCO ₂ eq	3,855,501	3,420,736	3,204,814
Scope 2 (Location-Based)		tCO ₂ eq	11,019	10,598	10,352

¹⁾ Based on standalone basis

GHG Emissions (Consolidated Basis)¹⁾

Category		Unit	2022	2023	2024
Total Emissions (Scope 1 + Scope 2) ²⁾		tCO ₂ eq	4,017,051	3,595,465	3,391,279
Total Emissions (Scope 1 + Scope 2) Intensity ³⁾		tCO ₂ eq	14.89	14.00	11.94
Scope 1	Total	tCO ₂ eq	3,987,103	3,568,309	3,362,338
	Headquarters	tCO ₂ eq	68,762	68,680	69,178
	Outbound Ships	tCO ₂ eq	3,855,501	3,420,736	3,204,814
	Overseas Subsidiaries	tCO ₂ eq	62,793	78,839	88,310
	Domestic Subsidiaries	tCO ₂ eq	48	53	36
Scope 2 (Location-Based)	Total ²⁾	tCO ₂ eq	29,948	27,156	28,940
	Headquarters	tCO ₂ eq	11,019	10,598	10,352
	Overseas Subsidiaries	tCO ₂ eq	18,783	16,377	18,374
	Domestic Subsidiaries	tCO ₂ eq	145	181	215

¹⁾ Emissions calculated based on expanded business scope and boundaries for 2022–2024 on a consolidated basis

²⁾ Subtotal differences may occur due to rounding in greenhouse gas emissions

³⁾ Based on consolidated sales

GHG Emissions Scope 3¹⁾

Category		Unit	2024
Scope 3 Emissions ²⁾	Total	tCO ₂ eq	7,387,976
	Category 1 - Purchased Goods and Services	tCO ₂ eq	153,327
	Category 2 - Capital Goods	tCO ₂ eq	160,931
	Category 3 - Fuel- and Energy-Related Activities	tCO ₂ eq	259,424
	Category 4 - Upstream Transportation & Distributions	tCO ₂ eq	6,766,285
	Category 5 - Waste Generated in Operations	tCO ₂ eq	11,482
	Category 6 - Business Travel	tCO ₂ eq	4,433
	Category 7 - Employee Commuting	tCO ₂ eq	31,786
	Category 15 - Investments	tCO ₂ eq	307

¹⁾ The Scope 3 emissions for 2024 were calculated by expanding the calculation boundaries to include domestic business sites, domestic and overseas subsidiaries, and affiliates.

²⁾ Emissions for each category are presented as whole numbers (rounded), and the final total greenhouse gas emissions are presented as whole numbers (with decimals omitted).

Energy

Category		Unit	2022	2023	2024
Total Energy Consumption ¹⁾²⁾		TJ	1,220.379	1,209.679	1,210.817
Non-renewable Energy Consumption	Total	TJ	1,220.300	1,209.602	1,210.746
	Domestic Vehicles	TJ	946.743	946.779	976.651
	Domestic Buildings	TJ	273.557	262.823	234.095
Renewable Energy Consumption ³⁾	Total	TJ	0.079	0.077	0.071
	Solar Power	TJ	0.079	0.077	0.071
Renewable Energy Generation		TJ	0.079	0.077	0.071
Non-Renewable Energy Use Ratio		%	99.99	99.99	99.99
Renewable Energy Use Ratio		%	0.01	0.01	0.01
Energy Consumption Intensity ⁴⁾		TJ/KRW 100 million	0.01	0.01	0.01
Ratio of Biofuel Use in Marine Transportation ⁵⁾		%	-	-	3.12

¹⁾ Based on domestic business sites

²⁾ 2022 data corrected due to minor discrepancies from recalculation

³⁾ Solar power (Pyeongtaek International Terminal)

⁴⁾ Based on standalone basis

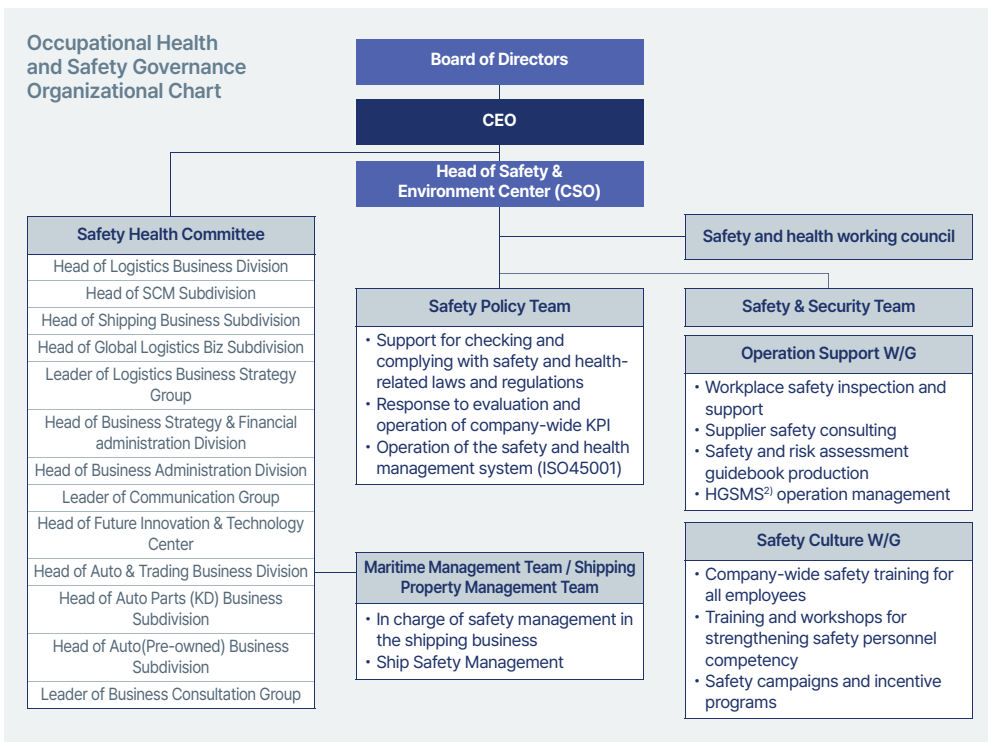
⁵⁾ Based on fuel supply

Health and Safety

GOVERNANCE

Occupational Health and Safety Governance

- Established a decision-making structure for industrial safety and health, comprising the Board of Directors, executive management, and a dedicated safety and health organization
- Integrated industrial safety and health elements into KPIs for domestic operations and overseas subsidiaries to embed a safety-oriented culture
 - Reflected safety incident prevention, accident management, and safety investment execution rate in the KPI of the Head of Safety & Environment Center (CSO¹⁾), linking KPI achievement and qualitative evaluation results to financial performance-based compensation
 - Reflected safety prevention activities, number of incidents, and accident reporting in the KPIs of the Safety Policy Team and safety officers at worksites, linking them to financial performance-based compensation


¹⁾ Chief Safety Officer

²⁾ Hyundai Glovis Safety Management System

Role and Responsibilities of the Board of Directors

- The Board of Directors receives reports at least twice a year on safety and health goals, action plans, performance, and budgets, and is responsible for approving and overseeing these matters

Occupational Health and Safety related agendas and reports submitted to the Board of Directors in 2024

Date	Agendas
Jan 25. 2024	Approval for Safety and Health Management Plan of 2024
Jul 25. 2024	Status of 2024 Health and Safety Management

Responsibility and Role of Executives

- Appointed the CEO as the overall supervisor of industrial safety and health issues, and designated the Head of Safety & Environment Center as the Chief Safety Officer (CSO)
 - Assigned the heads of business divisions and departments with owned worksites as Safety Management Officers, who participated directly in monthly Safety Day campaigns to identify workplace hazards
- Established the Safety and Health Committee to strengthen safety and health management
 - Convening bimonthly meetings chaired by the CEO, with additional ad-hoc meetings held as needed at the request of the CEO, committee secretary, or the Head of Safety & Environment Center
 - Reporting key performance and plans, reviewed execution of management directives, and developed company-wide measures for accident prevention and recurrence mitigation through the committee

Role of the Dedicated Organization

- Promoting compliance with safety-related regulations and embedded a safety and health culture through the Safety Policy Team and the Safety & Security Team
 - Safety Policy Team : Managing safety-related committees, regulatory compliance, certifications, and manuals
 - Safety & Security Team : Structured into the Operation Support W/G and the Safety Culture W/G, and overseeing safety and health operations for worksites and partner companies, while fostering a safety culture

Health and Safety

STRATEGY

OHS (Occupational Health & Safety) and Marine Transportation Safety Management Policy

- Establishes company-wide OHS policy and SHE business policy to enhance employee safety awareness
 - Applies equally to employees at headquarters and worksites, as well as those under company supervision (e.g., significant supplier, individual contract workers)
- Maintains a separate marine transportation safety management policy in addition to OHS policies to prevent marine and personal injury accidents

Safety, Health and Environment Business Policy



- (Safety, Health and Environment as top priority) Make sure "SHE is the No.1 Value in Management" and enhance employee's health and well-being.
- (Compliance with regulations and agreements) Comply with regulations and agreements to manage SHE risks proactively.

- (Risk assessment) Eliminate potential risks through risk assessment to ensure safe and healthy working environment.
- (Environmental pollution prevention activities) Promote activities to prevent environmental pollution for eco-friendly logistics services.
- (Participation of workers in safety, Health, and environment activities) Establish mature SHE culture in which employees voluntarily participate SHE activities.
- (Safety, Health, and Environmental Cooperation for Mutual Growth) Achieve mutual growth through SHE cooperation with stakeholders such as partners companies.

Marine Transportation Safety Management Policy

Safety Management

- Establishing operation policies to prevent marine accidents and inspecting navigation and port safety
- Regulations on procedures and instructions for responding and receiving various domestic and international ship inspections
- Giving active feedback on safety-related requests from customers and stakeholders
- Compliance with domestic and international laws and regulations

Vessel Management

- Implementing a systematic safety system to manage various risks
- Periodic On-Board review and management to identify and eliminate hazardous elements
- Increasing cost competitiveness
- Strengthening the safety management system

Cargo Management

- Conducting cargo safety inspection and preparing cargo accident prevention and response measures during transportation
- Implementing safety inspections of terminals and stevedores to prevent cargo claims
- Establishing systems and procedures to improve the efficiency of special cargo management
- Holding Cargo Quality Conference attended by inspectors, unloading workers, and lashers

Crew Management

- Periodically implementing practical skills improvement training for beginners and advanced officer
- Establishing an organic cooperation system with ship management companies for crew personnel and recruitment
- Implementing joint land and sea emergency training to improve emergency response capabilities
- Paying a regular visit to vessels to improve crew safety awareness and collect VOE

Occupational Health and Safety Strategy

- Established four key OSH strategies to internalize safety leadership and build a self-regulating prevention system, positioning safety and health as a core element of management (2024)

Occupational Health and Safety implementation strategy

Mission

Recognize safety, health and environment management as the Company's top priority and contribute to a sustainable future by proactively responding to risks based on a mature SHE culture

Vision

ONE GLOVIS! ONE SAFETY!

Strategies

01	02	03	04
Establishment of an Intensive Management System for Potential Serious Injury and Fatality (P-SIF¹⁾²⁾)	Enhancement of Field-Centered Safety and Health Cooperation Activities	Proactive Response to Domestic and International Safety and Health Risks	Establishment of a Safety Culture Based on Autonomy and Responsibility
Activating prevention activities centered on P-SIF, expanding themed intensive inspection activities, and introducing a global safety incident classification system	Promoting safety and health cooperation projects, strengthening partner companies' safety management capabilities, and supporting the establishment of partner companies' self-regulatory prevention systems	Improving overseas subsidiaries' safety management levels, establishing preemptive prevention systems for overseas business, strengthening serious accident response capabilities, and establishing safety management systems for new businesses	Promoting VR safety training, operating specialized safety education programs, strengthening participatory safety activities, and pursuing benchmarking of leading companies

¹⁾ Serious Injury & Fatality (SIF) : Serious incidents resulting in more than 90 days of lost time or medical leave, and fatalities

²⁾ Potential Serious Injury & Fatality (P-SIF) : An incident that could potentially lead to a Serious Injury or Fatality (SIF) if it recurs

Health and Safety

STRATEGY

Occupational Health and Safety Roadmap

- Established the Occupational Health and Safety Roadmap in 2023 based on key strategic initiatives and is currently implementing it on an ongoing basis
 - To achieve the 2025 target, establishes a focused management system for potential serious injuries and strengthens on-site collaborative safety efforts to foster a participatory, responsibility-based safety culture for all workers
 - In 2025, prioritizes achieving an improvement rate of 90% or higher in inspection and diagnosis results, scoring at least 90 points in OSH partnership program evaluations, and conducting nine thematic inspections annually

Progress of Occupational Health and Safety Roadmap Implementation

Steps	2023	2024	2025~
Details	Create a foundation for health and safety management - Specialized training program for enhancing occupational health and safety expertise - Emergency response capability enhancement (e.g., refinement of response processes by scenario, company-wide emergency control room drills, additional emergency supplies) - Improvement of digital safety management systems (e.g., QR-based safety inspection system, safety gear procurement system)		Create and advance an autonomous safety management system - Improvement and implementation of risk assessment procedures - Selective and focused safety management for high-risk sites - Enhancement of occupational health and safety capabilities of on-site partner companies to prevent accidents
Targets and Performance	Establishment of a Participatory Safety Culture	Enhancement of Occupational Health and Safety Expertise for Responsible Personnel	Execution of Risk Assessments at P-SIF-Focused Worksites
	- Organization of safety culture contests for employees, partner company personnel, and their families - Selection of outstanding safety contributors and presentation of monthly excellence awards (two recipients per month) - Operation of monthly "Safety Day" campaigns on the 27th to enhance safety awareness among all employees	- Provision of practical workshops for occupational health and safety personnel (twice annually, 114 participants) - Provision of safety workshops for team leaders and center heads (once annually, 45 participants) - Implementation of risk assessment competitions and contests, and introduction of pre-task safety briefings (TBM)	- Completion of risk assessments for 76 domestic worksites - Execution of nine thematic inspections (March to November), reflecting P-SIF and social issue priorities - Achievement of over 90% improvement rate in inspection and diagnosis results through regular safety inspections and KPI reviews across 76 worksites (~Q4)
	Proactive Response to Occupational Health and Safety Risks	Enhancement of Safety Management Standards and Capabilities at Worksites	
	- Strengthening of horizontal sharing of safety incident recurrence prevention measures - Operation of an occupational health and safety inquiry channel (SNS) with technical support for partner companies - Investment in on-site safety facilities (e.g., development of step-type safety supports for car carriers, distribution of safety ladders, installation of safety displays)	- Improvement of the occupational health and safety management system (e.g., company-wide application of cargo truck work plans, establishment of a response system for the Serious Accidents Punishment Act in the shipping division) - Operation of site-specific thematic inspections (monthly designation of high-risk themes and focused inspections of relevant worksites)	
	Enhancement of Occupational Health and Safety Awareness among Suppliers	Support for Establishing Occupational Health and Safety Systems among Suppliers	Enhancement of Occupational Health and Safety Management Capabilities among Suppliers
	- Execution of safety consulting for 89 suppliers under the 'Glo-galgaeyo' program - Publication and distribution of the occupational health and safety guidebook for suppliers - Completion of safety and health councils and joint inspections at all worksites	- Execution of safety consulting for 60 suppliers under the 'Glo-galgaeyo' program (achieved 100% of the target, excluding contract-terminated suppliers) - Recognition of seven outstanding suppliers through the Safety Hall of Fame system - Strengthening of support activities for suppliers in response to the Serious Accidents Punishment Act	- Execution of safety consulting for 50 suppliers under the 'Glo-galgaeyo' program (~Q2) - Implementation of safety assessments for 151 suppliers and safety inspections for 15 high-priority suppliers in the central and southern regions (~Q3) - Achievement of a score of 90 or higher in the Ministry of Employment and Labor's co-prosperity program for occupational health and safety (~Q4)

Health and Safety

RISK MANAGEMENT

Certification of Occupational Health and Safety Management System (ISO45001)

- Acquired initial certification for the Occupational Health and Safety Management System (ISO 45001) in 2015, and since 2023, has obtained global integrated ISO45001 certification for domestic sites (headquarters and 20 owned worksites) and nine overseas subsidiaries
 - For manufacturing and major sales subsidiaries, plans to transition to local audit systems starting in 2026 to ensure legal compliance and establish site-specific OHS management systems
- Established a Plan-Do-Check-Act-based management framework to verify the adequacy of the OHS management system and support continuous improvement

Performance Evaluation of Health and Safety Management

- Managing occupational health and safety performance by worksite through the Hyundai Glovis Safety Management System (HGSMS)
 - Including safety campaigns, joint inspections, safety councils, and implementation rates for improvements on identified hazards
- Establishing site-specific occupational health and safety KPIs based on HGSMS and conducting regular evaluations of achievement levels
 - Reflecting evaluation results in each business unit's KPIs to reinforce accountability and raise safety awareness

Health and Safety Management KPIs

Proactive Safety Activities (Leading Indicator)

- Implementation rate of improvement measures
- Implementation rate of accident recurrence prevention measures
- Implementation rate of "Safety Inspection Day" activities
- Execution rate of safety budget
- Completion rate of safety training, etc.

Incident Management (Lagging Indicator)

- Number of delayed or unreported incident reports
- Number of high-risk incidents
- Number of repeated incidents of the same type, etc.

Performance Evaluation for On-Site Safety Manager

- Reflecting the performance of on-site safety personnel (supervisors and OHS staff) in HR evaluations to enhance accountability
 - Key responsibilities include conducting site inspections, performing equipment safety checks via QR system, and running safety campaigns to foster a participatory safety culture
- Recognizing and rewarding employees with outstanding safety performance
- Providing qualification allowances to employees who have acquired professional certifications related to occupational safety

Occupational Health and Safety Management System (ISO45001) Certificate

Category	Details
Certification standard	ISO45001:2018
Certification authority	Lloyd's Register (LRQA)
Scope of certification	Headquarters, Worksites and overseas subsidiaries
Expiration period	October 5, 2024 to October 4, 2027



Health and Safety

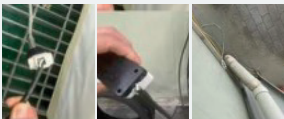
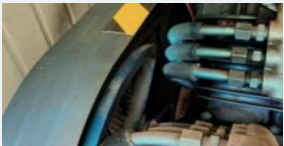
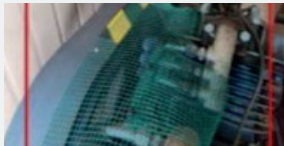
RISK MANAGEMENT

Activities for Workplace Safety and Health Capability Management

Risk Assessment

- Conducting regular risk assessments across all domestic worksites using the Risk Matrix
 - Identifying workplace hazards and implementing improvement measures to reduce risk and prevent accidents
 - Performing additional assessments as needed upon worksite changes, with records managed within HGSMs
 - Including social risk factors (e.g., workplace bullying, sexual harassment) in the assessment scope
- Implementing mitigation measures for cases identified as high risk, to reduce them to medium or low risk levels and evaluate the extent of improvement
 - Installing safety guards to prevent worker entrapment near exposed compressor drives, and applying mitigation by risk type
 - Supporting implementation by distributing a risk assessment guidebook that includes process-specific risk information, before-and-after safety cases, and worksite-specific considerations
- Sharing the headquarters' risk assessment results with overseas subsidiaries to raise safety awareness among local employees

Risk Assessment Mitigating action Cases

Before Improvement	After Improvement
Electric shock risk due to use of non-grounded outlets  10 (Medium) Risk Level	Risk reduction through use of grounded outlets  4 (Low) Risk Level
Exposure of compressor driver components  9 (Low) Risk Level	Entrapment risk reduction through installation of safety guards on compressor drive components  6 (Low) Risk Level

Preparing Emergency Response Manuals and Mock Training to Respond to an Emergency

- Developing emergency response manuals for disasters (e.g., fire, explosion, leakage) and natural hazards (e.g., heatwaves, heavy rain, etc.)
- Operating an emergency response system through regular fire equipment inspections and scenario-based emergency drills
 - Conducting citizen-led emergency drills to reduce casualties, in collaboration with Seongdong Fire Station
 - Carrying out at least one emergency drill per worksite, with a total of 75 drills conducted annually

Conducting Scenario-Based Drills Reflecting Business Characteristics

At the end of 2023, around 37 vessel attacks were reported in the Red Sea following a hijacking by Houthi rebels near Yemen. In response, Hyundai Glovis conducted an emergency drill on March 7, 2024, to minimize risks to life and property in the event of a crisis.

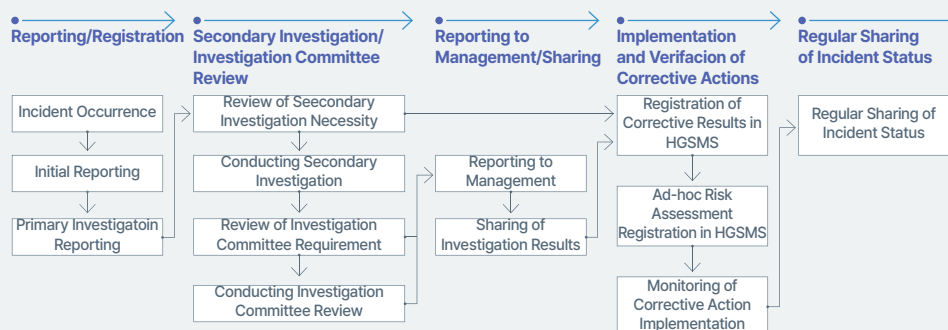
to a company vessel near the Gulf of Aden, prompting a full crew evacuation and engine shutdown. It was conducted and monitored via real-time video between Hyundai Glovis, G-MARINE SERVICE, and the vessel, coordinated through the integrated control center at headquarters to review response procedures and address any gaps.



Safety Incident Investigation Process

- Establishing a safety incident investigation process to systematically analyze root causes and implement corrective actions, with the aim of ensuring worker safety and preventing recurrence of accidents

Overall Safety Incident Investigation Process



Health and Safety

RISK MANAGEMENT

Activities for Workplace Health and Safety Capability Management

Investment in VR Equipment and Content for Employee Safety Training

- Enhancing the effectiveness of safety training through continued investment in VR equipment and content development
 - Developing VR content tailored to business-specific scenarios such as loading and unloading car carriers, freight vehicle operations within worksites, and steel sheet wrapping tasks
- Utilizing VR equipment in safety training programs for all employees, including site safety personnel, managers, and supplier workers
 - As of 2024, a total of 27 VR-based training sessions have been provided, including company-wide safety training, safety officer workshops, and workplace safety campaigns

Support for Installation of Car Carrier Fall Prevention Facilities and Development of Lightweight Safety Helmets

- Developed lightweight safety helmets to prevent falls during car carrier loading and unloading, and distributed 1,250 helmets to consigned drivers entering outbound centers (2024)
- Reduced the number of near misses by providing practical fall prevention measures, including slip-resistant safety shoes and expanded support for safety stand installations
 - Supplied 1,776 pairs of slip-resistant safety shoes (2024)
 - As of April 2025, safety stands have been installed on 684 out of 1,177 eligible car carriers
- Developed new safety supports with enhanced rope durability, footing performance, and strength, and promoted broader installation through safety campaigns

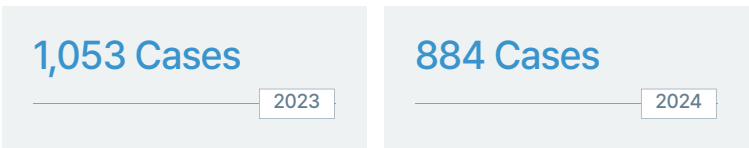
Training Programs for Enhancing Employee Safety Competencies

- Operating internally developed safety training programs in addition to mandatory statutory education (regular, onboarding, and special training) for all employees, aimed at raising safety awareness and embedding a strong safety culture
 - Programs include participation-based sessions such as risk assessment, first aid, CPR/AED practice, and VR safety experiences
 - Reinforcing safety awareness and ensuring program continuity through integrated activities such as risk assessment competitions and regular CPR/AED sessions
- Conducting proprietary training programs (Safety Officer Workshops) for occupational health and safety personnel at all levels to strengthen the overall safety management system (twice annually)
 - Delivering practical training on topics such as risk assessment, safety management for small-scale construction, major accident case studies, accident investigation and countermeasure planning, and legal updates
 - Facilitating knowledge-sharing among safety managers and enhancing competencies through hands-on training

Outcomes of Major Safety Training Programs in 2024

	Program	Target	Type	Frequency	Number of Participants
Mandatory Statutory Training	Regular Training	Supervisors	Postal	Once a year	84
		Company Employees	On-line	Four times a year (Quarterly)	1,315
	Onboarding Training	Company Employees	On-line	As needed	54
	Special Training	Special Employment Type (Truck Owners)	In-person	As needed	1,138
Internal Training	VR Safety Experience Training	Company Employees	In-person	27 Sessions per year	1,370
	Safety Officer Workshop	Occupational Health and Safety Personnel	In-person/Workshop	Twice a year	171

Number of Near-Miss Injuries



Health and Safety

RISK MANAGEMENT

Activities for Workplace Health and Safety Capability Management

Promotion of Employee Health

- Expanding existing programs and introducing tailored support initiatives to promote employee health and well-being

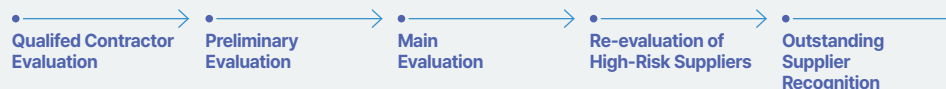
Category	Program	Details
Prevention and Stress Management	In-house Gym	Provides access to gym and shower facilities for employees
	Club Activities	Supports employee clubs such as soccer, hiking, tennis, and movie clubs
	Supplement Subscription	Offers "Algocare" nutritional supplement subscription service
	Health Checkups	Health checkups support for employees and eligible family members
		Vaccination support for pneumococcal and herpes zoster for employees aged 50 and older and their spouses
		Influenza vaccination fee support (for applicants in September–October)
		Paid leave (4 hours) on the day of health checkups
	Health and Psychological Counseling	Psychological counseling program support (Up to 8 sessions per employee)
		Psychological counseling services for employees (Organizational, personal, and family-related areas, etc.)
		Individual psychological assessments and child-teen psychological
Treatment	Medical Expense Support	Support for Out-of-Pocket Medical expenses beyond public scope (Up to KRW 30 million per year for outpatient care, prescriptions, and hospitalization; 100% coverage for employees and 50% coverage for spouses, parents of employee or spouse, grandparents, and children)
	Group Insurance	All employees enrolled in group accident insurance (covers general treatment, surgery, hospitalization, diagnosis, etc.)
	Sick Leave	Provides up to 14 days of sick leave for temporary recovery due to injury or illness
		Provides up to one year of medical leave for physical or mental illness/disability (in cases of severe illness, up to an additional 3 months can be granted)
	Overseas Travel Insurance	Automatically enrolled in overseas travel insurance when booking round-trip flights International SOS (24/7 medical and safety consultation service in the event of overseas emergencies)

Support for Supplier's Health and Safety Management Improvement

Evaluating Safety Competencies in Supplier Selection and Retention

- Evaluating suppliers' occupational health and safety performance based on the Occupational Health and Safety Act, including criteria such as safety management systems and emergency response planning, to select qualified contractors
- Conducting preliminary assessments for high-risk suppliers (those rated below grade C in the previous year) to support pre-evaluation and capacity improvement
- Performing main evaluations (on-site inspections) for suppliers operating workplaces, followed by site guidance and consulting
 - Suppliers that have received an excellent grade (grade A) in safety management are exempt from the following year's evaluation and are granted awards¹⁾
 - High-risk suppliers that have received a grade below a certain threshold (grade D) in the main evaluation are subject to re-evaluation and guided improvement through consulting

Supplier Selection and Safety Competency Evaluation Process



Health and Safety Consulting for Suppliers and Distribution of Safety and Health Work Guidebooks

- Providing free consulting services through the 'Glo-galgaeyo' ('Glo'vis will come to you) program for suppliers experiencing difficulties with internal safety inspections or in need of occupational health and safety consulting
 - Conducting focused diagnostics on compliance with mandatory requirements for workplaces with five or more employees subject to the Serious Accidents Punishment Act (January 2024~)
- Publishing, revising, and distributing a safety and health operations guidebook for suppliers
 - Enhancing understanding of supplier managers and workers by including relevant laws, detailed standards, and best practices
 - Organizing case studies by P-SIF accident type and listing related hazards to help identify risk factors and reduce the likelihood of serious accidents



¹⁾ For in-house suppliers, evaluations are conducted annually regardless of the evaluation score

Health and Safety

RISK MANAGEMENT

Support for Supplier's Health and Safety Management Improvement

Awards Ceremony for Safety Management Workplaces and Suppliers & Selection of Excellent Safety Contributors

- Presenting awards to business sites and partner companies that lead safety culture based on the results of regular safety competency evaluations (top 8% of business sites, top 4% of partners), encouraging voluntary safety management (2022~)
 - Implementing the Safety Hall of Fame program for 75 business sites and 175 partner companies as of 2024
 - Providing separate "Jump Up Awards" to partner companies that have improved their safety management level compared to the previous year, to enhance motivation
- Selecting outstanding safety contributors among employees of the Company and partner companies (two business sites) every month, and presenting the Outstanding Safety Activity Award
 - Winners are determined based on recommendations from all employees working at business sites, including both the Company and partner companies (utilizing QR codes)
 - Providing coffee trucks under the winner's name at worksites to motivate greater employee participation

Conducting Joint Occupational Safety and Health Cooperation Project Between Large Companies and SMEs

- Selected as a participant in the "Self-Regulatory Prevention System Establishment" support program organized by the Ministry of Employment and Labor and the Korea Occupational Safety and Health Agency; planning to conduct win-win cooperation activities for 14 partner companies and 3 local SMEs (2025~)
 - Providing safety consulting, including risk assessment (KRW 110 million), supplying safety equipment (KRW 50 million), operating a safety council, conducting safety campaigns and training, and implementing safety awareness improvement activities (KRW 20 million)



Maritime Transport Safety Management Program

Strengthening maritime satellite communication services

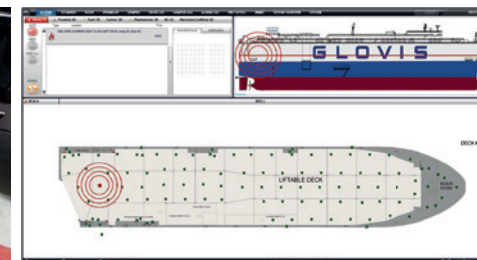
- Transitioning all vessel satellite communication services from MVSAT (Maritime Very Small Aperture Terminal) to FX (Fleet Xpress) starting from the end of 2024 (as of June 2025, FX installed on 40 out of 45 vessels)
- Improving the working environment for seafarers and enhancing operational efficiency by upgrading communication services between vessels and shore-based departments

Fire Response Systems for Car Carriers

- Deploying at least 10 units each of special fire response equipment, including asphyxiation fire blankets made of non-flammable fabric and water spray windows (specialized fire extinguishing devices), on all car carriers operated by the Company (2022)
- Installing the new fire monitoring system SMIG on five car carriers (2024), with plans to complete installation on all remaining vessels by 2025
- Introducing the specialized fire suppression device, EV-Drill Lance, on all owned car carriers (2024)



Early-stage fire suppression system for electric vehicles (EV-Drill Lance)



Fire monitoring system (SMIG), equipped with over 1,000 heat and smoke detectors to enable rapid initial response

Health and Safety

RISK MANAGEMENT

Maritime Transport Safety Management Program

Ship Safety Management and Reinforcement Measures

- Conducts on-site safety inspections of all vessels once a year through a specialized ship safety management company
 - Inspection results are systematically managed through an internal system
 - Additional checks are carried out monthly by the ship safety management team during onboard visits to identify deficiencies and follow-up items
- Provides safety training at least once a year for key officers and all crew members
 - Includes professional training on port accident case analysis and risk identification
- Conducts annual drug and alcohol testing for all crew through an external diagnostic agency
- Implements monthly onboard alcohol tests and additional breath tests 30 minutes prior to vessel departure and arrival

Enhancing Occupational Safety and Health Management for Seafarers

- Participated in a pilot project for remote medical services led by the Ministry of Oceans and Fisheries and Busan National University Hospital; by 2024, remote medical equipment was installed on 25 vessels
- Conducts monthly inspections of Automated External Defibrillators (AEDs) and provides CPR and first aid training
- During Task-Based Meetings (TBM), reviews seafarers' work and rest hours and manages fatigue-related risk factors
- Operates the "Seafarer Mental Health Center," a mental health support program available upon request



Tracking and Managing Maritime Safety Incidents

- In the event of a maritime transport-related incident, the relevant department is immediately notified and the incident is documented
 - Investigations are conducted as needed to identify root causes and establish preventive measures
- Analyzes all incidents and their causes annually and reflects findings in the following year's safety policies

Safety Management System Certification and Audits

- Undergoes Safety Management Certificate (SMC) audits every 2.5 years by the Korean Register of Shipping in accordance with the International Safety Management (ISM) Code
 - Surveyors board each vessel to inspect the ship's safety management system and issue certifications based on compliance
- Provides internal auditor training to enhance employee understanding of the SMC audit framework and improve internal inspection capabilities



Health and Safety

RISK MANAGEMENT

Strengthening Stakeholder Feedback Channels for Health and Safety

- Established communication channels that enable various stakeholders including employees, suppliers, and customers to report concerns related to occupational health and safety
 - Reports can be submitted either anonymously or with identification, and the relevant department reviews and responds within five business days
- Operates various meetings and consultative bodies to identify areas for improvement in safety and health management and ensure timely corrective action
 - Produced a total of 40 safety videos in 2022, and broadcasts company-wide safety content on the 27th of each month in line with the monthly Safety Day campaign
 - Promotes engagement in safety management by providing QR codes during Safety Day to collect feedback from employees and on-site personnel
- Publishes an annual Sustainability Report to transparently disclose performance related to occupational health and safety and strengthen communication with stakeholders

External Awards and Recognitions

Recipient of Global Standard Safety Management Grand Prize for Six Consecutive Years

Hyundai Glovis was honored in the Hall of Fame after winning the Safety Management Grand Prize for six consecutive years at the Global Standard Management Awards in 2024, an awards program organized by the Korea Management Registrar (KMR) and the Global Management Committee, and sponsored by the Ministry of Trade, Industry and Energy and the Ministry of SMEs and Startups.

At the beginning of 2024, Hyundai Glovis established a safety and health management plan under the themes of “embedding safety leadership across all employees” and “establishing a self-regulated prevention system.” Based on this direction, the company is fostering a culture in which every employee takes ownership as a “self-safety leader” and is actively working to prevent serious industrial accidents and minimize risks. As part of this effort, safety managers conduct on-site inspections, while team leaders take initiative in safety activities to raise awareness among employees.

To further enhance safety capabilities, Hyundai Glovis developed dedicated training programs for safety personnel and provided all employees with practical training on daily safety practices, CPR, and immersive VR-based safety experiences. In addition, employees who demonstrate outstanding contributions to accident prevention are recommended for monthly Safety Excellence Awards. The company also operates a system that enables real-time submission of safety suggestions via QR codes and continues to implement safety improvement initiatives. Furthermore, efforts are being made to ensure that the safety management systems at overseas sites meet the same standards as those applied in Korea.

Receiving the Safety Management Grand Prize for six consecutive years reflects the recognition of Hyundai Glovis's continued efforts and achievements in advancing safety excellence.

6 Years

Recipient of Global Standard
Safety Management Grand
Prize for Six Consecutive Years



Health and Safety

METRICS & TARGETS

Industrial Accidents (Employees)¹⁾

Category	Unit	2022	2023	2024
Total working hours ¹⁾	Total	Hour	3,662,000	4,090,000
	Regular	Hour	3,340,000	3,796,000
	Non-regular	Hour	322,000	294,000
Number of lost time injuries ²⁾³⁾	Total	Case	0	1
	Regular	Case	0	1
	Non-regular	Case	0	0
Industrial accident rate ²⁾⁴⁾	Total	%	0	0.0489
	Regular	%	0	0.0527
	Non-regular	%	0	0
Lost Time Injury Frequency Rate (LTIFR ²⁾⁵⁾	Total	-	0	0.2445
	Regular ⁶⁾	-	0	0.2634
	Non-regular ⁷⁾	-	0	0
Lost Time Injury Rate (LTIR ⁸⁾)	Total	-	0	0.0489
	Regular	-	0	0.0527
	Non-regular	-	0	0
Number of recordable injuries ⁹⁾ (Injuries + Illness)	Total	Case	0	1
	Regular	Case	0	1
	Non-regular	Case	0	0
Recordable work-related injury rate (Injuries + Illness)	%		0	0.0490
Total Recordable Incident Rate (TRIR ¹⁰⁾)	Total	-	0	0.2445
	Regular	-	0	0.2634
	Non-regular	-	0	0

Category	Unit	2022	2023	2024
Number of Near-Miss injuries ¹⁾	Total	Case	176	1,053
	Regular	Case	176	1,053
	Non-regular	Case	0	0
Number of high-consequence work-related injuries ²⁾	Case	0	0	0
Rate of high-consequence work-related injuries ³⁾	-	0	0	0
Number of work-related fatalities due to injuries ⁴⁾	Total	Person	0	0
	Regular	Person	0	0
	Non-regular	Person	0	0
Fatality rate due to work-related injuries ⁵⁾	Total	%	0	0
	Regular	%	0	0
	Non-regular	%	0	0
Number of work-related fatalities due to illnesses	Total	Person	0	0
	Regular	Person	0	0
	Non-regular	Person	0	0
Fatality rate due to work-related illnesses	Total	%	0	0
	Regular	%	0	0
	Non-regular	%	0	0
Occupational Illness Frequency Rate (OIFR ⁶⁾)	Total	-	-	0.2445
	Regular	-	-	0.2634
	Non-regular	-	-	0
Percentage of employees eligible for regular health checkups	%	100	100	100

¹⁾ Based on the number of directly employed personnel as of the beginning of each year, applying 2,000 annual working hours from 2024 onward; excludes maritime employees

²⁾ Correction of 2023 data due to a change in calculation methodology (inclusion of illness cases)

³⁾ Number of industrial accidents among directly employed workers (excluding commuting-related incidents within the rugby team)

⁴⁾ Industrial accident rate=(Number of industrial accidents among directly employed workers)/(Total number of full-time and non-regular workers)*(100)

⁵⁾ Lost Time Injury Frequency Rate (LTIFR)=(Number of lost time injuries)/(Total working hours)*(1,000,000)

⁶⁾ Based on the number of directly employed personnel (2022 : 1,670 persons; 2023 : 1,898 persons; 2024 : 1,921 persons)

⁷⁾ Based on the number of directly employed personnel (2022 : 161 persons; 2023 : 147 persons; 2024 : 119 persons)

⁸⁾ Lost Time Injury Rate (LTIR)=(Number of lost time injuries)/(Total working hours)*(200,000)

⁹⁾ Recordable injuries include incidents requiring medical treatment, occupational illnesses, and any case requiring continued care as diagnosed by a physician

¹⁰⁾ Total Recordable Incident Rate (TRIR)=(Number of recordable injuries)*(1,000,000)/(Total working hours)

¹⁾ Number of Near-Miss cases reported in HGSMs

²⁾ High-consequence work-related injuries refer to cases classified with a disability rating, including irrecoverable injuries such as limb amputation, or those unlikely to recover to pre-accident condition within 180 days (e.g., fractures with complications)

³⁾ Rate of high-consequence work-related injuries=(Number of high-consequence work-related injuries)/(Total working hours)*(1,000,000)

⁴⁾ Based on the number of direct employees

⁵⁾ Based on the number of direct employees

⁶⁾ OIFR(Occupational Illness Frequency Rate)=(Number of occupational illness cases)*(1,000,000)/(Total working hours)

Health and Safety

METRICS & TARGETS

Industrial Accidents (Suppliers¹⁾²⁾

Category	Unit	2022	2023	2024
Total working hours ³⁾	Hour	6,025,760	5,890,560	5,820,000
Number of lost time injuries	Case	13	10	13
Industrial accident rate ⁴⁾	%	0.45	0.35	0.45
Lost Time Injury Frequency Rate (LTIFR)	-	2.16	1.70	2.23
Lost Time Injury Rate (LTIR)	-	0.43	0.34	0.45
Number of recordable injuries	Case	22	22	42
Recordable work-related injury rate	%	0.76	0.78	1.44
Total Recordable Incident Rate (TRIR)	-	3.65	3.73	7.22
Number of high-consequence work-related injuries	Case	2	0	0
Rate of high-consequence work-related injuries	-	0.33	0	0
Number of work-related fatalities	Person	0	0	0
Rate of work-related fatalities	%	0	0	0
Occupational Illness Frequency Rate (OIFR) ⁵⁾	-	-	-	0.17

¹⁾ Based on the number of on-site supplier employees (2022 : 2,897 persons; 2023: 2,832 persons; 2024: 2,910 persons)

²⁾ Includes all manufacturing suppliers working on-site, excluding those not directly related to core business operations (e.g. cafeteria, security, and cleaning services)

³⁾ The annual standard working hours were 2,080 hours for 2022-2023, revised to 2,000 hours in 2024

⁴⁾ Industrial accident rate=(Number of industrial accidents among on-site suppliers)/(Total number of on-site supplier employees)*(100)

⁵⁾ OIFR(Occupational Illness Frequency Rate)=(Number of occupational illness cases)*(1,000,000)/(Total working hours)

Number of accidents and disasters

Category	Unit	2022	2023	2024
Number of aviation accidents	Case	0	0	0
Number of road transport accidents	Case	59	107	212

Safety Accidents and Violation of Laws

Category	Unit	2022	2023	2024
Number of serious disaster accidents ¹⁾	Case	0	0	0
Violation of law	Number of violations	Case	0	1
	Fines ²⁾	KRW 1,000	0	0
	Penalties	KRW 1,000	0	0

¹⁾ Refers to cases involving at least one fatality, or two or more injuries resulting from the same incident that required medical treatment for a period exceeding six months

²⁾ Rugby team fine imposed for failure to submit industrial accident report for player injury(November 2023)
→ Cancellation of administrative fine imposition due to internal revocation order from a higher administrative authority

Health and Safety Management System

Category	Unit	2022	2023	2024
Occupational Health and Safety Management System	Number of workplaces implementing Occupational Health and Safety Management processes (Risk Assessment)	ea.	-	-
	Number of workplaces certified by external Occupational Health and Safety Management System (Including regular internal audits)	ea.	-	-
	Number of workplaces covered by Occupational Health and Safety Management System	ea.	-	-
Employees covered by the Occupational Health and Safety Management System	Number of employees covered by the Occupational Health and Safety Management System ¹⁾	Person	-	-
	Percentage of employees covered by the Occupational Health and Safety Management System ¹⁾	%	-	-
	Number of supplier workers covered by the Occupational Health and Safety Management System ²⁾	Person	2,897	2,832
	Percentage of supplier workers covered by the Occupational Health and Safety Management System	%	-	-

¹⁾ Although maritime employees were excluded when calculating the data based on the number of directly employed personnel, they are also included within the scope of the Occupational Health and Safety Management System

²⁾ Supplier workers: All workers from manufacturing suppliers who are stationed on company premises

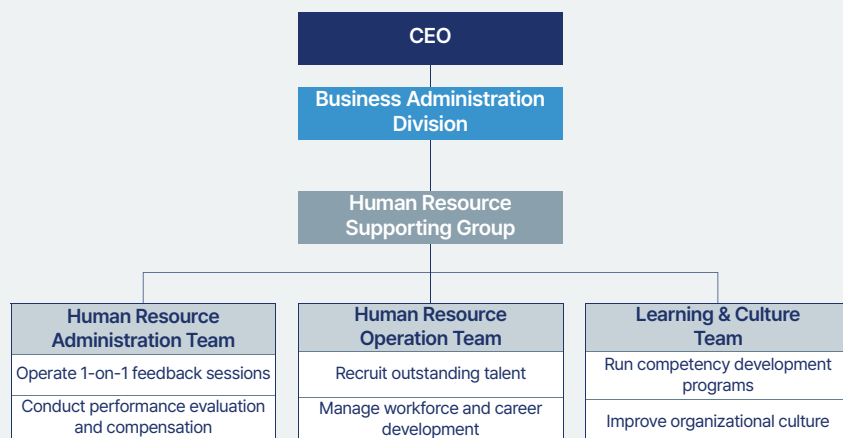
Talent Management

GOVERNANCE

Talent Management Governance

- Embeds organizational culture and corporate values through dedicated teams responsible for recruitment, competency development, performance and compensation management, and other employee-related functions
- Establishes a systematic talent development framework to support employee-driven career growth and expertise enhancement, and continuously advances this system

Talent Management Governance Organizational Chart



STRATEGY

Talent Acquisition

- Operates a fair and transparent recruitment process to attract outstanding talent aligned with the company's HR philosophy and talent standards
 - Prohibits discrimination based on gender, race, ethnicity, nationality, cultural background, disability, age, personal gender identity, political or religious beliefs, or social status during the recruitment process
 - Provides preferential treatment to protected groups such as national veterans in accordance with relevant laws
- Implements a recruitment process consisting of AI competency tests, HMAT personality assessments, practical interviews, and executive interviews
- Provides job-related information to applicants through various communication channels such as the company website and YouTube
 - Maintains a "Glovis Job Interview" section on the website offering practical information about job roles, required competencies, experience, and organizational culture advantages
 - Operates a YouTube channel featuring vlogs by practitioners from different job functions to help applicants assess if their skills meet company requirements
- Hosts annual recruitment fairs and recruitment information sessions to build a talent pool and secure outstanding candidates

Ideal Talent



Details of the Recruiting Process



Talent Management

STRATEGY

Framework of Talent Development System

- Establishing the Individual Development Plan (IDP) and the 'GLOSSOM' continuous learning platform to foster a proactive and agile learning culture and enhance job expertise
 - Providing internal and external job-specific training programs tailored to position levels, and encouraging employee participation through a study mate system that enables team-based learning
- Supporting organizational integration of new employees and newly appointed leaders (e.g., site heads, team leaders, division heads) through onboarding programs that include mentoring

Target		All Employees (Onboarding, Promotion, Assignment)			Leaders (Position Holders/Candidates)			
					Director	Team Leader	Executive	
Personal Development	Job Role	Job-Related Master's/Consultant Program	Study Mate (Organization-specific Learning)	In-house Instructor Development Program (Selection)	Director Leadership Program	Leader Candidates Program (Group in-hub, Key Talent Target)		Executive Program (Selection)
		OJT (In-house/External Instructor Specialized Training)				Team Leader Performance Management Leadership	Leader's Insight Program (In-house)	Insight Forum (Group)
	Responsibility Manager (1 st year) Change Mapper Program		Leader Candidates Development Program					
	Junior Insight Program		Global New Leader Session (Pre/During/Post Expatriate)			DT Leader Program		Executive Business/Mindfulness Coaching
	Onboarding	New Employees Onboarding (New Star Training, Experienced Check-in Program, Mentoring, Welcome Buddy, Star Trip etc.)			New Director Onboarding	New Team Leader Onboarding	New General Manager Onboarding	New Head of Corporate Business Onboarding
	Language	Language Program : G-Freetalking (In-house Instructor lecture / Face-to-Face Group / Phone-Video Conversation / Online E-learning / SPA Exam Fee Support etc.)					1:1 Language Skills	
	System	IDP System (Set Up Individual Growth Plans/Department Head's Feedback), Ongoing Learning Platform (GLOSSOM)						
Organization Development		Enterprise-wide Organization			Cross-organizational			
		We-Detox (Psychological Assessment-based Care for Desired Organizations)		My Team Fitness W/S (Team-Based Customized Solution Workshops)		Cross Lifestyle Seminar		

Talent Management

RISK MANAGEMENT

Employee Competency Development Programs

- Provides job-specific training aligned with the Individual Development Plan (IDP) system to reflect both company strategy and individual employee development needs¹⁾
- Operates a variety of leadership programs to help embed a positive corporate culture and improve organizational performance through leader-led transformation

Key Employee Training Programs

Category	Program Name	Description	Participants	
			Unit	2024
Leadership Development	Leader Coaching	Customized coaching on leadership roles and solutions based on individual or organizational needs	Person	5
	Change Mapper	Program for 1st-year Responsibility Managers to raise awareness of role changes and provide positive experiences	Person	91
	Leaders Lab	Program to identify and develop future leadership talent	Person	168
	Executive Insight Forum	Hyundai Motor Group-wide program promoting horizontal communication and creative culture	Person	8
Job Competency Enhancement	Study Mate	Self-directed learning program where employees plan learning topics, methods, and schedules independently	Person	150
	Logistics Manager Certificate Preparation Program	Training course to support employees preparing for the national logistics manager certification exam	Person	133
	Seagoing Training	Develops a practical understanding of shipping operations through hands-on experience in seagoing duties and vessel operation processes	Person	7
Digital Competency Development	DT College	Digital transformation training for smart logistics (AI, data analytics, etc.)	Person	404
Global Competency Development	G-Freetalking	In-person and virtual conversation courses in English, Spanish, and Chinese (includes 1:1 sessions with native speakers and in-house instructors)	Person	1,416
		Providing a practical, job-specific training course (1 Day Intensive Class)		

¹⁾ Job training programs are also available to contract and part-time employees

Performance Measurement of Key Talent Development Programs



DT College

Hyundai Glovis is advancing its smart logistics business by applying a wide range of software technologies such as big data, Internet of Things (IoT), artificial intelligence (AI), and robotics across the entire logistics process, including inbound logistics, inventory management, sorting, and transportation. These efforts aim to enhance productivity and efficiency, improve customer satisfaction, and raise the quality of service. In 2023, the company acquired Altio, an automotive logistics software specialist, and in the first half of 2024, it signed a smart logistics solution project worth approximately KRW 40 billion, demonstrating its continued commitment to expanding new business areas. To successfully implement smart logistics, it is essential to secure professionals with expertise in IT and digital transformation (DT). Hyundai Glovis operates "DT College," an internal training program that offers courses on AI leadership, changes in logistics, shipping, distribution, and support functions in the era of generative AI, and strategic decision-making using generative AI. In 2024, a total of 404 employees completed the DT College program, bringing the cumulative number of participants since 2020 to 2,028.



Logistics Manager Certification Preparation Program

With the aim of nurturing talent equipped with logistics expertise and practical capabilities, Hyundai Glovis operates a preparatory program for the national Logistics Manager Certification. The program is designed to cultivate professionals in the logistics industry who possess systematic knowledge of logistics, an understanding of relevant regulations, and the ability to respond effectively in the field. Based on the subject structure of the national certification exam, the course is divided into three sessions: International Logistics (4 hours), Logistics Management and Logistics-Related Laws (8 hours), and Freight Transportation and Storage & Handling (8 hours). The curriculum is designed to strengthen both practical application and certification relevance. In 2024, a total of 133 employees completed the program, and as a result, the number of certified Logistics Managers increased from 54 in 2023 to 67 in 2024.



G-Freetalking

Hyundai Glovis, as a global supply chain management (SCM) company, operates logistics hubs across Asia, Europe, North America, and South America, and continues to explore and expand into overseas markets by establishing and acquiring foreign subsidiaries. To ensure the successful operation of its global business, language proficiency is essential for employees responsible for overseas operations. To support effective communication with international clients, the company provides a language training program called G-Freetalking. In 2024, a total of 1,416 employees participated in the G-Freetalking program. The program has been identified as having a positive impact on communication capabilities with overseas subsidiaries. According to a satisfaction survey of overseas entities, Hyundai Glovis received high ratings, with 92 points for service attitude and 96 points for communication satisfaction. In addition, global logistics sales reached approximately KRW 7.9337 trillion in 2024, reflecting a 12.7 percent increase compared to the previous year. Hyundai Glovis plans to continue enhancing employee capabilities by developing and operating a wide range of training programs.

Talent Management

RISK MANAGEMENT

Employee Performance Evaluation System

- Conducts an annual performance evaluation for all employees through a task-based system aligned with organizational goals
 - Sets individual performance goals in agreement with team leaders through ongoing 1:1 meetings, with real-time feedback provided throughout the process
 - Based on team leader feedback, employees establish improvement plans, revise and update individual tasks, and receive additional training and development opportunities as needed
- Operates diverse performance management systems focused on competency development, including 1:1 feedback, 360 degree feedback (leadership and peer reviews), and team-level organizational evaluations

Performance Management System

Category	Description	Frequency	Coverage ¹⁾
Ongoing Feedback (1:1)	Provides continuous feedback through 1:1 meetings between team leaders and employees on individual performance goal achievement, strengths and areas for improvement in competencies and behaviors	Ongoing	100%
	Ensures continuity of meetings and coaching through internal systems		
360 Degree Feedback (Leadership/Peer)	In the leadership evaluation, employees assess their team leaders' leadership style and whether feedback is provided	Annually	100%
	In the peer evaluation, employees assess their colleagues' cooperation and communication styles		
Team-based Performance Appraisal (Team-Level)	Team-level KPIs are set to evaluate performance against organizational goals, including business plan execution and completion of strategic tasks	Annually	100%
	Aims to enhance communication and collaboration within the organization and promote individual accountability		

¹⁾ Employees not evaluated include those on leave or with insufficient tenure during the evaluation period

Performance-Based Compensation System

- Motivates employees through incentive-linked performance evaluations and various compensation programs
 - Provides differentiated compensation for base salary, performance-based salary, and bonuses based on individual performance
 - Incentives are composed of individual performance bonuses, which are determined at the beginning of the year and paid in installments, and organizational performance bonuses, which are paid at the beginning of the following year based on performance from the current year

Structure of Performance-Based Compensation

Base Salary	Performance-Based Salary	Bonus
Adjusted based on annual performance evaluation under a salary-based compensation system	Performance-based pay can be differentiated up to 28% of the annual salary, based on annual performance evaluations (for Responsible Managers)	Performance bonuses are awarded by linking organizational and individual performance to overall business results

Equal Pay and Fair Compensation

- No gender-based discrimination in promotion or compensation among employees of the same grade and tenure; equal pay is provided for equal work¹⁾
 - Managed in accordance with Diversity, Equity & Inclusion policy to prevent gender-based differences or disadvantages in promotion and compensation
 - Maintains the principle of equal pay for men and women, with continuous monitoring to prevent average wage gaps due to differences in rank or years of service
- Provides all employees with wages exceeding the living wage²⁾ and ensures that on-site suppliers comply with the statutory minimum wage

¹⁾ Statistical differences in average wages between men and women may exist due to differences in job level composition and average years of service

²⁾ As of 2024, the Seoul living wage is KRW 11,436 per hour

Talent Management

RISK MANAGEMENT

Hyundai Glovis Lifestyle 2.0

- Provides a flexible work environment through hot desking and the Self-Directed Work system to promote autonomy, responsibility, and focus on the essence of work (including part-time work, remote work, and flexible work arrangements)
 - Encourages employees to choose their work rhythm, schedule, and location based on their personal lifestyle to support creativity
 - Operates working hour systems in compliance with the legal 52-hour workweek and monitors working hours based on the Self-Directed Work system
- Allows employees to freely use annual leave with full pay guaranteed, and compensates unused leave in accordance with legal standards

Worcation

- A remote work program that allows employees to work outside the office to foster new perspectives and creative thinking
 - Offered to long-serving employees at their 3rd, 6th, 10th, 15th, 20th, and 25th work anniversaries, and must be used within one year of the anniversary date (KRW 300,000 support provided for those in their 3rd to 6th year)
 - Can be taken for 7 to 28 consecutive days and is available in any location where remote work with a laptop is possible

Refresh Vacation

- Provides five days of paid refresh leave to employees who have reached a designated year of service
 - Can be used at any time during the year to enhance flexibility and convenience
 - Includes a small vacation allowance to support employee recovery and well-being

Self Directed Work

- Introduced a self-directed work system in 2022 that allows employees to design flexible schedules based on their work situations
 - Employees can create their own daily work schedules and start work freely by 1 p.m. depending on their tasks
 - Uses systems such as PC lock after 8 hours of work to support both individual autonomy and organizational oversight of total working hours; rest periods are provided to employees who reach the monthly maximum working hours
 - Overtime pay is provided for hours exceeding the contractual monthly working hours (based on 8 hours per day)



Talent Management

RISK MANAGEMENT

Organizational Culture Survey

- Conducting the annual Culture Survey organized by Hyundai Motor Group for all employees
 - Focusing on employees' experiences as members of the company and organization
 - Identifying organizational culture phenomena at both the company and department level, and deriving improvement measures such as HR systems and organizational culture programs
- Improving organizational culture by selecting a Culture Board¹⁾ for each department and establishing annual organizational ground rules²⁾ based on the results of the Culture Survey
 - Selecting 43 Culture Board members to provide organizational culture training and implement related programs (2024)

Organizational Culture Survey Scope		
Company-Level Experience	Organizational/Individual-Level Experience	Satisfaction
Vision/Strategy (Goals), Organizational Structure/Processes, Systems/Environment	Growth & Development, Respect & Trust, Communication & Empathy, Responsibility & Management, Change & Innovation	Job Satisfaction, Organizational Satisfaction, Company Satisfaction

Organizational Culture Survey Results



74.9 points

2023

76.8 points

2024

Labor Relations and Communication

- Determining working conditions and terms of employment based on the Rules of Employment and employment contracts; in the event of any changes, implementing such changes through employee briefings and obtaining consent from a majority of employees or individual consent
 - Gathering opinions on major matters through the labor-management council (Open Chat Committee), with an emphasis on a bottom-up approach
- Facilitating direct communication between management and employees on business changes or company vision through quarterly or semi-annual town hall meetings
- Operating and supporting a labor union for maritime employees at Hyundai Glovis

Labor-Management Council (Open Chat Committee)

- Established and operates a labor-management council called Open Chat Committee in accordance with the Act on the Promotion of Workers' Participation and Cooperation (held quarterly, four sessions in 2024)
 - Comprised of members exceeding the legal minimum; agendas shared at least 7 days in advance to enhance operational efficiency
 - Facilitates constructive discussions not only on working and employment conditions, but also on business performance, productivity improvement and profit sharing, employee training, and workforce allocation
 - Reviews and discusses employee suggestions and grievances through the council (100% resolution rate)

Labor Union for Maritime employees

- Established the first labor union for maritime employees in June 2024, with approximately 62% of all maritime employees joining
- Initiated collective bargaining in September 2024 and concluded the first collective agreement in April 2025
 - The agreement includes support for sound union activities such as recognizing paid time-off for union officials and providing a union office, contributing to improved working conditions for maritime employees

¹⁾ Designated employees in each department to collect and manage feedback related to organizational culture

²⁾ Established department-specific Ground Rules through a bottom-up approach, reflecting the unique characteristics of each team and encouraging both managers and members to commit to them

Talent Management

RISK MANAGEMENT

Enhancing Diversity and Inclusion

Diversity & Inclusion Education

- Operates diversity and inclusion training programs to promote smooth internal communication and strengthen teamwork
- Regularly provides training for employees who frequently interact with foreign staff to enhance cultural awareness and appreciation for diversity

Key DE&I (Diversity, Equity & Inclusion) Training Program

Training Program	Details	Participants	
		Unit	2024
Pre-deployment Training for Expats	DE&I (Diversity, Equity & Inclusion) training	Person	27
	Cross-cultural mentoring by former overseas assignees and language support		

Employee Resource Groups (ERG)

- Encourages and supports ERG activities based on the belief that shared interests and cultural exchange among employees with common diversity backgrounds contribute to improved teamwork
- In addition to promoting ERGs, supports external collaborations where needed, such as mentoring, cultural exchanges, leadership training, and community engagement

Key ERG Activities

Category	ERG Name	Description
Organizational Culture	Culture Board	Acts as a facilitator for organizational culture practices based on G-Square 2.0
		Serves as a partner to team leaders by establishing frameworks and driving cultural improvement initiatives
Hobby & Lifestyle	Donglei	Fosters casual gatherings among employees with similar hobbies
		Enhances mutual understanding across job levels and boosts company-wide communication and energy

Job Creation for Vulnerable Groups

January 15, 2024, Hyundai Glovis made an 18% equity investment in “Bravo Beaver Busan,” a standard workplace for persons with disabilities, to contribute to the creation of jobs for people with disabilities.

Bravo Beaver, established by the social enterprise Bear Better, operates as an independent corporation funded through equity investments from various companies. Each branch produces items such as confectionery sets, stationery, drip coffee bags, and handmade fruit syrup, thereby creating employment opportunities for individuals with developmental disabilities and supporting their participation in society. Set to open in 2024, the Busan branch will become the fourth Bravo Beaver location, following Daegu (2022), Incheon (2023), and Gyeonggi (2023). Hyundai Glovis holds the largest equity share among the investors in the Busan branch.

Standard workplaces for persons with disabilities are designed to provide stable employment opportunities for people with disabilities. To be certified by the Korea Employment Agency for Persons with Disabilities, these workplaces must employ a certain percentage of people with disabilities and be equipped with production and convenience facilities that meet agency standards. In 2013, Hyundai Glovis became the first logistics company in Korea to hire visually impaired massage therapists, known as “Health Keepers,” at its workplaces, thereby promoting drivers’ well-being while creating employment opportunities.

Hyundai Glovis will continue to explore and implement diverse measures to expand job opportunities for people with disabilities and fulfill its role in social contribution.



Talent Management

RISK MANAGEMENT

Employee Welfare Programs

- To enhance employee satisfaction, Hyundai Glovis has expanded existing systems and introduced new programs that support employee development, personal growth, and health and wellness

Category	Welfare Program	Description
Maternity and Parental Support	Leave for infertility treatment, miscarriage, and stillbirth	Provision of infertility leave (up to 6 months) and conversion of infertility treatment leave to paid leave
		Provision of recovery leave for employees who experience miscarriage or stillbirth during pregnancy, in support of health and well-being
	Infertility treatment cost support	Covering 100% of infertility treatment expenses for employees and their spouses
	Happy Vacation Program	Providing hotel and restaurant vouchers for employees and their spouses before and after childbirth, including during parental leave
	Parental leave	Offering up to two years of parental leave to both male and female employees for raising children aged under 8 or in the second grade of elementary school or below (exceeding the legal minimum of 1.5 years)
	Breastfeeding facilities	Maintaining dedicated breastfeeding and pumping spaces at major worksites
	Educational support for children	Covering tuition for preschool, high school, and university students; providing special education support for children with disabilities
	Childcare center	Operating an on-site daycare facility near worksites
Family Care	Family care leave	Offering up to 90 days of leave to care for family members due to illness, accident, or old age, including grandparents, parents, spouse's parents, children, or grandchildren
Flexible Work	Flexible work arrangements	Operating flexible working hours along with "Refresh Leave" and "Worcation" programs under a self-directed schedule system
	Optional working hours system	Allowing flexible commuting hours with a latest check-in time of 1 p.m.
Other Welfare Benefits	Employee loans	Offering up to KRW 100 million in low-interest loans (1%) to employees (G5 and below) without real estate assets
	E-book and device support	Supplying digital book subscriptions "Millie's Library"
		Supplying necessary work-support devices
	Language learning support	Providing access to the AI-based English language learning app "Speak"
	Vehicle purchase support	Offering a 5% employee discount and wage support for vehicle purchases (excluding G90 and commercial vehicles)
		Providing up to 30% of the vehicle purchase cost for electric vehicles, including national and local government subsidies
	Resort and vacation support	Providing all employees, including dispatched workers, with annual access to resort accommodations at membership rates (2 nights, 3 days)
	Welfare points	KRW 1 million annually for lifestyle-related expenses
	Gyms and cafeterias	Fitness and dining facilities available at major sites
	Celebration points	Provision of KRW 60,000 in celebration points for personal anniversaries, redeemable in the company store

Retirement Support Programs

- Providing future life and career transition planning support for employees aged 58 and older, as well as retired executives
 - Next Trip (Life Planning Education Program) : Designed for employees aged 58 and above, this program offers guidance on retirement through modules on self-reflection, career design, and life planning (finance, leisure, relationships, etc.)
 - NCC (New Career Care) Program : Provides one-on-one consulting and online training for retired executives to support reemployment and alternative career paths

2024 Performance of Retirement Support Programs

Category	Next Trip	NCC (New Career Care)
Target Group	Employees aged 58 and older	Retired executives
Content	Self-awareness, career and life planning (finance, leisure, relationships, etc.)	One-on-one consulting and online training for reemployment and alternative career options
Participants	2 employees	8 employees

Talent Management

METRICS & TARGETS

Employee Education and Training

Category		Unit	2022	2023	2024
Number of trainees ¹⁾	Total	Person	1,830	2,008	2,160
	Male	Person	1,501	1,623	1,660
	Female	Person	329	385	500
Training hours	Total	Hour	74,304	74,062	56,179
	Male	Hour	58,543	59,862	41,806
	Female	Hour	15,761	14,200	14,372
Training hours per person	Average of total employees	Hour	40.60	36.88	26.01
	Male	Hour	39.00	36.88	25.18
	Female	Hour	47.91	36.88	28.74
	Domestic employees	Hour	41.00	36.97	27.96
	Overseas employees	Hour	3.00	0.60	3.50
	Executives ²⁾	Hour	64.80	43.60	43.85
	Middle manager level ³⁾	Hour	55.80	29.48	46.11
	General employees	Hour	38.50	34.72	23.69
Training cost per person	Average of total employees	KRW 10,000	138.25	151.89	93.52
	Male	KRW 10,000	139.70	151.89	96.84
	Female	KRW 10,000	129.90	151.89	82.47
	Executives	KRW 10,000	1,469.00	1,391.00	828.97
	Middle manager level	KRW 10,000	119.40	168.00	137.97
	General employees	KRW 10,000	108.70	119.40	74.00
Total training cost		KRW 10,000	25.30	30.50	20.20
Human Capital Return on Investment (HC ROI ^{4) 5)}		%	93.63	84.97	72.09

¹⁾ Targeting Hyundai Glovis land-based employees

²⁾ Management level

³⁾ Corporate head, team leader, office manager, etc.

⁴⁾ Revision of 2022-2023 date due to changes in data calculation methodology

⁵⁾ Human Capital Return on Investment (HC ROI) = ((Total Revenue) - ((Total operating expenses) - (Total employee-related expenses)))/ (Total employee-related expenses)

Employee Performance Evaluation

Category		Unit	2022	2023	2024
Coverage ratio of performance evaluation	Ongoing feedback	%	100	100	100
	Absolute evaluation	%	100	100	100
	Team-based performance appraisal (Team-level)	%	100	100	100
Employees subject to regular performance evaluation ¹⁾	Total	Person	1,373	1,623	1,776
	Number of male employees	Person	1,190	1,379	1,476
	Number of female employees	Person	183	244	300
Employees who received regular performance evaluation	Total	Person	1,373	1,623	1,776
	Number of male employees	Person	1,190	1,379	1,476
	Percentage of male employees	%	100	100	100
	Number of female employees	Person	183	244	300
	Percentage of female employees	%	100	100	100

¹⁾ Coverage of employees subject to performance evaluation excludes those who were on leave or had not met the minimum service period required for the evaluation cycle

Employee Remuneration Status^{1) 2)}

Category		Unit	2022	2023	2024
Total compensation	Total	KRW million	167,134	209,561	235,094
	Male	KRW million	143,123	177,377	197,744
	Female	KRW million	24,011	32,184	37,350
Total number of employees paid	Total	Person	1,975	2,174	2,196
	Male	Person	1,610	1,722	1,741
	Female	Person	365	452	455
Average employee salary	Average of total employees	KRW million	84	96	107
	Average of male employees	KRW million	88	103	114
	Average of female employees	KRW million	65	71	82
Gender pay gap	Mean gender pay gap	%	73	69	72
	Median gender pay gap	%	78	80	80
	Mean bonus gap	%	81	75	82
	Median bonus gap	%	80	82	85
Entry-level wage ratio to minimum wage by gender	Male	%	1.61	1.54	1.54
	Female	%	1.56	1.51	1.52
	Applied minimum wage standard	KRW	9,620	9,860	10,030

¹⁾ Prepared according to Hyundai Glovis HR internal standards (based on labor income for the relevant year)

²⁾ There is no gender discrimination in promotions and compensation among employees with the same position and years of service. However, differences in wage statistics between male and female exist due to variations in grade composition and average tenure

Talent Management

METRICS & TARGETS

Welfare Benefit¹⁾

Category		Unit	2022	2023	2024
Selective Time System	Total	Person	6	13	13
	Regular ²⁾	Person	6	13	13
	Non-regular	Person	0	0	0
Flexible Working Hours	Total	Person	977	1,308	2,040
	Regular	Person	924	1,266	1926
	Non-regular	Person	53	42	114
Remote Work System	Total	Person	1,435	1,182	937
	Regular	Person	1,372	1,141	895
	Non-regular	Person	63	41	42

¹⁾ Calculate those who have used flexible working hours at least once based on the number of employees employed at the end of the year

²⁾ Employees who used reduced working hours for pregnancy or childcare in 2024

Employees Satisfaction

Category	Unit	2022	2023	2024
Results of organizational culture survey	Point	65.9	74.9	76.8
Participation rate in organizational culture survey ¹⁾	%	73.4	83.2	92.0

¹⁾ Based on domestic workplaces

Status of Retirement Pension Management Amount

Category	Unit	2022	2023	2024
Present value of defined benefit obligations	KRW 1,000	92,428,126	119,719,852	147,688,306
Fair value of plan assets	KRW 1,000	-145,930,257	-166,933,061	-166,506,146
National pension conversion amount	KRW 1,000	-10,352	-10,352	-3,524
End-of-term net defined benefit liability (Assets)	KRW 1,000	-53,512,483	-47,223,561	-18,821,364

Parental Leave Utilization Status

Category		Unit	2022	2023	2024
Number of employees eligible for parental leave	Total	Person	528	608	554
	Male	Person	471	544	513
	Female	Person	57	64	41
Rate of employees eligible for parental leave		%	27.1	26.1	22.7
Number of employees using parental leave ¹⁾	Total	Person	23	24	33
	Male	Person	13	12	15
	Female	Person	10	12	18
Rate of parental leave usage among employees eligible for the benefit	Total	%	4.4	3.9	6.0
	Male	%	2.8	2.2	2.9
	Female	%	17.5	18.8	43.9
Number of employees due to return from parental leave	Total	Person	36	24	23
	Male	Person	21	15	11
	Female	Person	15	9	12
Number of employees who returned to work from parental leave ²⁾	Total	Person	34	21	22
	Male	Person	19	14	10
	Female	Person	15	7	12
Rate of employees who returned to work from parental leave ³⁾	Total	%	94.44	87.5	95.65
	Male	%	90.48	93.33	90.91
	Female	%	100	77.78	100
Number of employees who retained for more than 12 months after returning from parental leave ⁴⁾	Total	Person	15	30	20
	Male	Person	7	17	13
	Female	Person	8	13	7
Retention rate for those who worked for more than 12 months after returning from parental leave ⁵⁾	Total ⁶⁾	%	83.33	88.24	95.24
	Male ⁶⁾	%	87.50	89.47	92.86
	Female	%	80.00	86.67	100.00
Number of employees who left within 12 months after returning from parental leave	Total	Person	3	4	2
	Male	Person	1	2	2
	Female	Person	2	2	0

¹⁾ Criteria are based on the leave start date within the reporting year and may differ from those used in the business report

²⁾ Based on the end date of leave (current year)

³⁾ Based on those returning from leave

⁴⁾ Based on the end date of leave (previous year)

⁵⁾ Based on employees who returned from leave in the previous year, calculated as of year-end; 2023 data revised due to changes in the calculation methodology

⁶⁾ Correction of 2023 data due to data entry errors

ESG Performance

052

061

078

1

Environmental

2

Social

3

Governance

Environmental

053
Environmental Management

058
Natural Capital Management

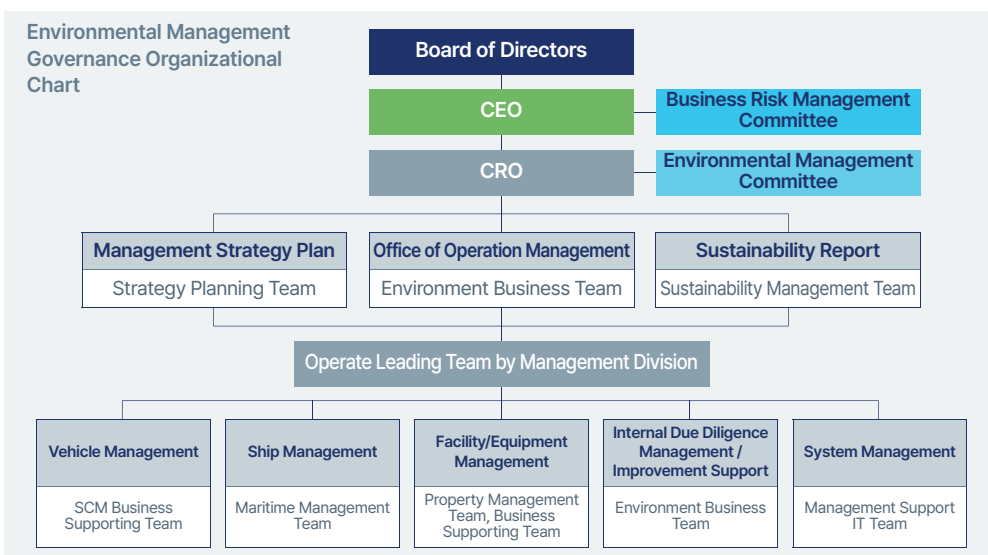


Environmental Management

Environmental Management Framework

Environmental Management Governance

- Establishing a governance structure composed of the Board of Directors, executive management, and dedicated teams across management divisions to implement environmental management
 - The Board of Directors supervises overall activities by reviewing ESG progress and environmental management performance at least once a year
 - The Environmental Management Committee, chaired by the CRO¹⁾, reviews key environmental issues, and in the event of a major risk, the matter is referred to the Business Risk Management Committee chaired by the CEO for decision-making, followed by reporting to the Board
 - The Environment Business Team handles key environmental management tasks, including GHG management, waste management, environmental training, ISO14001 certification, and compliance with environmental regulations. Each division's Risk Leading Team implements environmental management at the operational level
- The KPIs of the Chief Risk Officer (CRO / Head of Safety and Environment Center) and the Environment Business Team incorporate factors such as ISO14001 certification status, results of environmental assessments by the Korea ESG Standards Institute, and group-level evaluations related to carbon neutrality and energy transition, with the degree of KPI achievement and qualitative evaluation results being comprehensively reflected in financial performance-based compensation



¹⁾ Chief Risk Officer

Environmental Management Strategy

- Establishing three environmental policies and developing detailed implementation plans to systematically manage environmental impacts across all business operations
 - Setting intensity-based reduction targets for energy, waste, water consumption, and domestic GHG emissions to execute the detailed plans, with all targets achieved in 2024
- Monitoring the implementation of detailed initiatives through internal environmental performance evaluations and conducting external audits to manage the environmental management system
- Participating in H2 KOREA as part of a public-private collaboration to promote hydrogen-based energy transition, with future plans to apply hydrogen logistics technologies and link them to ESG strategies

Key Environmental Management Target and Performance

Category	Unit ¹⁾	Target for 2024	Performance in 2024
Energy Consumption Intensity	TJ/KRW 100 million	0.01	0.01
Waste Emissions Intensity	kg/KRW 100 million	5.91	5.52
Water Consumption Intensity	m ³ /KRW 100 million	0.47	0.39
Domestic Greenhouse Gas Emissions Intensity	tCO ₂ eq/KRW 100 million	0.41	0.37

Environmental Management Operation Policy

Hyundai Glovis aims to take a major leap forward as a leading global green logistics company by advancing its eco-friendly green logistics²⁾ operation system

Reducing Greenhouse Gas Emissions	Minimizing Pollutant Emissions	Strengthening Environmental Awareness
- Efficient packaging using foldable boxes - Adoption of green logistics equipment such as light-weight trailers and idle-free air conditioner - Training to improve driving habits - Setting of appropriate indoor temperatures - Use of plastic packaging bags made of 50% PCR plastic at the cafeteria	- Mandatory use of tumblers at the head office canteen - Replacement of old diesel vehicles - Installation of DPFS(Diesel Particulate Filter) - Campaigns for minimizing food waste	- Promotion of the eco-driving culture - Training on environmental laws and regulations - Publication G-Climate/G-Climate International online environment webzine - Environmental anniversary campaigns such as 'Earth Day'

¹⁾ Based on standalone basis

²⁾ A logistics system that enhances efficiency and creates added value in the logistics industry while minimizing greenhouse gas emissions and energy consumption

Environmental Management

Compliance with Environmental Laws and Regulations

- Establishing a detailed roadmap to comply with increasingly stringent international maritime regulations, while deploying regulatory compliance experts to proactively respond, conduct regular reviews of improvement plans, and ensure ongoing monitoring
- No violations resulting in fines over USD 10,000 due to failure to fulfill environmental management responsibilities have occurred in the past four years

Compliance with Greenhouse Gas & Energy Regulation

- Designated as a Greenhouse Gas and Energy Target Management entity (2014~) and an Emissions Trading Scheme allocation entity (2021~); reports energy usage in accordance with the Energy Act
- Regularly monitoring greenhouse gas emissions and disclosing the environmental management framework, energy-saving measures, and greenhouse gas reduction targets and performance through the Environmental Information Disclosure System

Compliance with Air & Water Quality Regulation

- Established air and water pollution management guidelines to control emissions of pollutants
- Operating wastewater treatment facilities at 10 domestic sites to reduce environmental pollution and protect water quality; conducting annual pollutant concentration measurements to prevent exceedance of legal discharge limits
- Managing air pollutant emissions from ships, vehicles, and sites in accordance with the Clean Air Conservation Act
 - Managing nitrogen oxide emissions from ships with engine output exceeding 130kW by applying Exhaust Gas Recirculation (EGR) systems
 - Monitoring air pollutant emission sources and abatement facilities in real time using Internet of Things (IoT) devices

Compliance with Vehicle & Vessel Environmental Laws and Regulations

- Complying with the Special Act on the Reduction and Management of Fine Dust for all freight vehicles
 - Actively supporting the replacement of old diesel trucks and adjusting dispatch during emergency fine dust reduction measures
- Introducing sulfur oxide reduction measures to comply with the IMO 2020 environmental regulation
 - Using low-sulfur fuel and installing scrubbers on ships to reduce sulfur oxide emissions
- Establishing a net zero target by 2045, five years ahead of the IMO's 2050 goal, along with a detailed strategy
 - Introducing the first LNG DF vessel in 2024
 - Planning a long-term transition to zero-carbon fuels such as e-fuel, ammonia, and hydrogen
- Complying with international maritime environmental regulations, including the Ballast Water Management Convention

Compliance with Chemical Substances Regulation

- Establishing chemical handling guidelines to ensure compliance with the Chemicals Control Act, which imposes penalties of up to KRW 10 million per year for non-reporting or false reporting of chemical emissions under Article 64
 - Conducting screening procedures to minimize handling of hazardous chemicals, including reviewing MSDS to determine hazardousness prior to chemical use at worksites
 - Where hazardous chemicals must be handled, managing through a separate process that ensures compliance with handling standards, facility requirements, and provision and use of personal protective equipment
- Conducting annual chemical emissions surveys for 14 designated sites in accordance with Article 11 and Enforcement Rule Article 5 of the Chemicals Control Act, and submitting results via the Chemical Pollutant Release and Transfer Register (PRTR) system
 - For sites where chemicals are not used, submitting verification of non-applicability in lieu of emissions data

Environmental Management

Embedding Environmental Management

Certification of Environmental Management System (ISO14001)

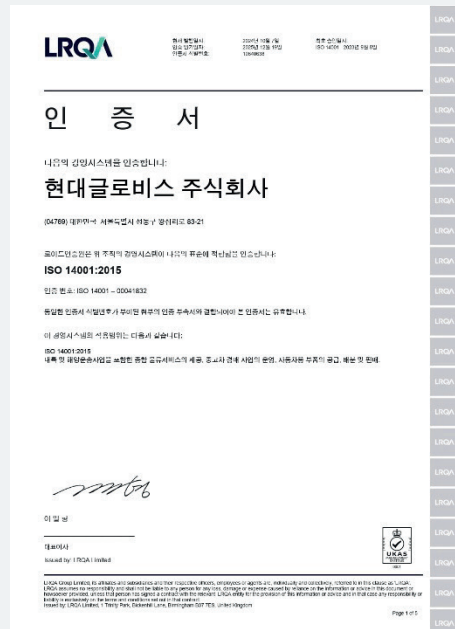
- Acquired ISO14001 certification for headquarters and 20 major domestic sites, and obtained integrated certification for 10 overseas subsidiaries in 2024
- Conducting biannual (internal/external) audits and ongoing monitoring of environmental performance based on the environmental management system
- Managing environmental goals and performance through an IT system, with annual management reviews informing goal-setting for the following year

Environmental Investment and Expenditure

- Prioritizing the purchase of green products, such as Environmental Product Declaration (EPD) certified items and Good Recycled (GR) Products, in accordance with the Green Products Purchase Policy established in 2019
 - Classifying expenditures for greenhouse gas and pollutant reduction—such as the installation of sulfur oxide scrubbers and ballast water treatment systems—as environmental investments and expenditures
- Continuously monitoring green purchasing performance by the environmental management department

Environmental Management System(ISO14001) Certificate

Category	Details
Certification standard	ISO14001:2015
Certification authority	Lloyd's Register (LRQA)
Scope of certification	Provision of comprehensive logistics services including the inland and marine transportation business, Operation of the used car auction business, and the supply, distribution, and sale of car parts
Expiration period	October 27, 2023 to December 19, 2025



Green Purchase Principle



- Green purchasing at Hyundai Glovis considers environmental sustainability throughout the entire logistics process, including procurement, transportation, and handling
- To strengthen the implementation of environmental management, the company actively promotes the purchase of green-certified general materials, including consumable supplies used at business sites
- The environmental management department continuously monitors green purchasing performance and leads Hyundai Glovis' initiatives for sustainable environmental development through green purchasing activities

- Environmental impact is considered during the procurement of goods, and various measures are taken to expand green purchasingFirst, efforts are made to manage green purchasing items in order to maximize eco-friendly practicesSecond, the company consistently strives to improve the environmental performance of general materials among all company-wide procurement itemsThird, green procurement is promoted by identifying and adopting environmentally friendly materials
- When purchasing green-certified products based on the request of the department in charge of green purchasing or the requesting department, the company provides active support in accordance with Hyundai Glovis' material procurement guidelines
- During business planning, the requesting department is provided with preliminary information on green purchasing items, and the company proactively recommends expanding green purchasing

Environmental Investment and Expenditure

Category	Unit	2022	2023	2024
Environmental Investment and Expenditure ¹⁾	KRW 100 million	1,318	2,209	4,250

Green Purchasing Performance

Category	Unit	2022	2023	2024
Total Purchase Amount ²⁾	KRW million	-	14,816	20,999
Green Purchase Amount ³⁾	KRW million	-	2,335	2,856
Green Purchase Ratio ⁴⁾	%	-	15.76	13.60

¹⁾ Environmental investment and expenditure includes green purchasing costs

²⁾ Includes general equipment and facility purchases

³⁾ Green purchase: purchases that fall under green products purchase policy (e.g., products with environmental marks, energy efficiency grade 1, energy-saving marks, high-efficiency certification, etc.)

⁴⁾ Green purchase ratio = (Green purchase amount / Total purchase amount) * 100

Environmental Management

Embedding Environmental Management

Environmental Education for Employees

- Providing environmental education to raise employee awareness of environmental management
 - In 2024, education was provided not only on ISO14001-related regulations and environmental topics at the individual business site level, but also on net-zero strategies and implementation, as well as everyday net-zero practices
 - The Carbon neutrality lifestyle practice training included guidance on energy-saving practices and the amount of GHG reduction by activity, enhancing employee awareness of energy conservation

2024 Employee Environmental Education Performance

Category		Unit	2024
Carbon neutrality strategy and implementation training	Number of participants	Person	21
	Training hours	Minute	2,620
Carbon neutrality lifestyle practice training	Number of participants	Person	37
	Training hours	Minute	3,330
ISO14001-related legal and environmental education	Number of participants	Person	58
	Training hours	Minute	2,910

Creating a Paperless Office Environment

- Introducing a cloud-based work system to reduce printed materials, which account for a significant portion of waste generated during logistics operations
- Fully digitizing PCTC Cargo Damage Reports and expanding the use of electronic devices such as tablets

Employee Environmental Awareness Enhancement Activities

- Implementing various in-house activities to raise employee awareness of environmental issues

ZeroVis Food Waste Reduction

- Raising awareness of waste reduction and promoting a culture of net zero by encouraging employees to reduce food waste in their daily lives, starting in 2024
 - In March 2025, 262 employees participated over a two-week period, achieving a reduction of 19.3 liters in average daily food waste compared to the two weeks prior to the activity
- Enhancing employee awareness by awarding top participants and sharing outcomes through the groupware system



In-house Resource Circulation Activities

- Collaborated with the Korea Climate and Environment Network to collect and recycle waste electronic devices from workplaces and homes, promoting carbon neutrality and raising awareness of resource circulation through employee participation
 - In 2024, a total of 998 kg of waste electronic devices were collected from headquarters and employees, resulting in a reduction of 2,426 kgCO₂eq
 - The collected items were retrieved free of charge by E-Circulation Governance, a recycling cooperative for waste electrical and electronic products, and the Korea Climate and Environment Network¹⁾, and were properly processed by item to be recycled into materials such as steel, copper, and aluminum



¹⁾ In October 2024, Hyundai Glovis signed an MOU at its Seoul headquarters with E-Circulation Governance and the Korea Climate and Environment Network to promote E-Waste Zero, carbon neutrality, and environmental management

Environmental Management

Waste Management Activities

Ship Recycling Policy

- Established a ship recycling policy and carrying out vessel dismantling at shipyards certified under the Hong Kong International Convention or the EU Ship Recycling Regulation (SRR)
- Applying the same policy not only when selling owned vessels but also when returning chartered vessels to shipowners after lease expiration

Efforts to Reduce Waste

- Establishing annual waste reduction plans and targets at both corporate and site levels based on internal business plans
- Managing waste generation and disposal by building a monitoring system for each type of waste (general and hazardous), covering storage, transportation, treatment, and reporting
 - Reporting waste generation and treatment performance through the "Allbaro System" for business sites registered as waste generators, and paying waste disposal charges based on actual performance

Waste Management Status¹⁾²⁾

Category		Unit	2022	2023	2024
Waste generation	General waste	ton	1,064	1,130	1,143
	Hazardous waste	ton	29	30	51
	Total	ton	1,093	1,160	1,194
Waste disposal ³⁾		ton	500	342	312
Waste recycling		ton	593	818	882
Waste recycling rate ⁴⁾		%	54.3	70.5	73.9

¹⁾ The scope includes the head office, self-operated facilities, and 10 business establishments registered as waste dischargers and covered by designated waste disposal planning requirements

²⁾ Waste generation increased due to the inclusion of 8 additional distribution centers in the data scope from 2023

³⁾ Data correction for 2022-2023 due to changes in data calculation standards

⁴⁾ Waste Recycling Rate = (Waste Recycling Capacity)/(Waste Generation)*100

Technical Cooperation to Develop Used Battery Industry

- Leveraging our global logistics network, we are expanding technical cooperation for the recycling of used EV batteries and advancing R&D projects to foster the domestic secondary battery industry
 - In January 2024, we signed an equity investment agreement with ER CO., Ltd., a specialist in battery recycling, to directly carry out the collection and pre-processing of used EV batteries
 - In May 2024, we signed an MOU with Jeju island to promote the used EV battery industry
 - In June 2024, we entered into an MOU with EcoPro Co., Ltd. to optimize the operating system of the recycling business and to build an automated recycling process for the used EV battery supply chain
 - In August 2024, we signed an MOU with China's Huayou Recycling Technology Co., Ltd. to establish a cooperative partnership for the used EV battery business

Establishing a Cooperative System for Waste Rope Resource Circulation

In December 2024, Ulsan Port Authority (UPA) signed a Memorandum of Understanding (MOU) with Hyundai Glovis, G-MARINE SERVICE, and FORESYS to establish a cooperative system for the resource circulation of waste ropes generated from ships.

Ships use ropes when docking at ports, and as these ropes are directly related to the safety of vessels and crew members, they are typically replaced every 5 to 7 years. The discarded waste ropes have traditionally been incinerated or landfilled.

Through this agreement, the participating companies plan to jointly implement ESG-oriented responsible management by contributing to environmental efforts such as resource conservation and greenhouse gas reduction, as well as engaging in social contribution through the production of goods, thereby promoting a circular economy.

As the leading party of the agreement, UPA will oversee the overall management of waste rope circulation—including storage and transportation—while Hyundai Glovis will collect and provide waste ropes from its managed vessels, G-MARINE SERVICE will support the resource circulation project, and FORESYS will recycle the waste ropes into raw materials and manufacture products.

Natural Capital Management

Natural Capital Management Framework

Biodiversity Protection Policy

- Establishing a biodiversity protection policy and declaring a no-deforestation commitment to manage biodiversity-related risks throughout business operations and to support biodiversity conservation, restoration, and expansion in local communities
 - Implementing biodiversity assessments and protection activities based on the biodiversity protection policy and principles
 - Encouraging stakeholders in business relationships, including suppliers, to adopt biodiversity protection policies by including criteria such as the presence of biodiversity policies and implementation status in supplier environmental evaluations

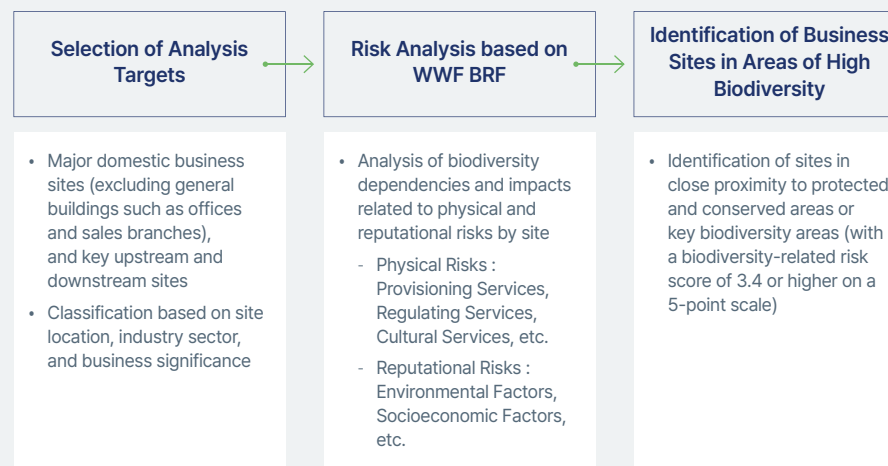
- We do not install or operate business facilities or equipment in biodiversity conservation areas.
- In case of workplaces near biodiversity conservation areas, we will try to prevent biodiversity-related losses(no net loss) and give a positive impact(net positive impact).
- In the long term, we will promote investments and activities for biodiversity conservation, restoration, and expansion to achieve a net positive impact on biodiversity.
- We not only maintain and protect green areas inside and around workplaces, but also contribute to preventing the conversion and deterioration of local forests and promoting forest conservation.
- In the mid-to-long term, we will build a value chain structure that operates without deforestation.

Biodiversity Risk Management

Biodiversity Risk Assessment

- Conducting an analysis of biodiversity dependencies and impacts in areas where key business sites and major upstream and downstream operations are located, using the WWF¹⁾ Biodiversity Risk Filter Tool based on the LEAP²⁾ approach under the TNFD³⁾ framework
 - The analysis was conducted using a location-specific approach, based on latitude and longitude, and the corresponding region or watershed

Biodiversity Risk Assessment Process



¹⁾ WWF : World Wildlife Fund

²⁾ LEAP (Locate, Evaluate, Assess, Prepare) : A systematic approach for assessing and disclosing nature-related risks and opportunities as proposed by the TNFD

³⁾ TNFD : Task-force on Nature-related Financial Disclosure

Natural Capital Management

Biodiversity Risk Management

Biodiversity Risk Assessment

Biodiversity Risk Assessment by WWF Risk Filter Tool

- Conducting biodiversity risk assessments using environmental factor analysis results from the WWF Risk Filter Tool, including proximity to protected/conserved areas¹⁾ and key biodiversity areas²⁾

Risk Types by Category

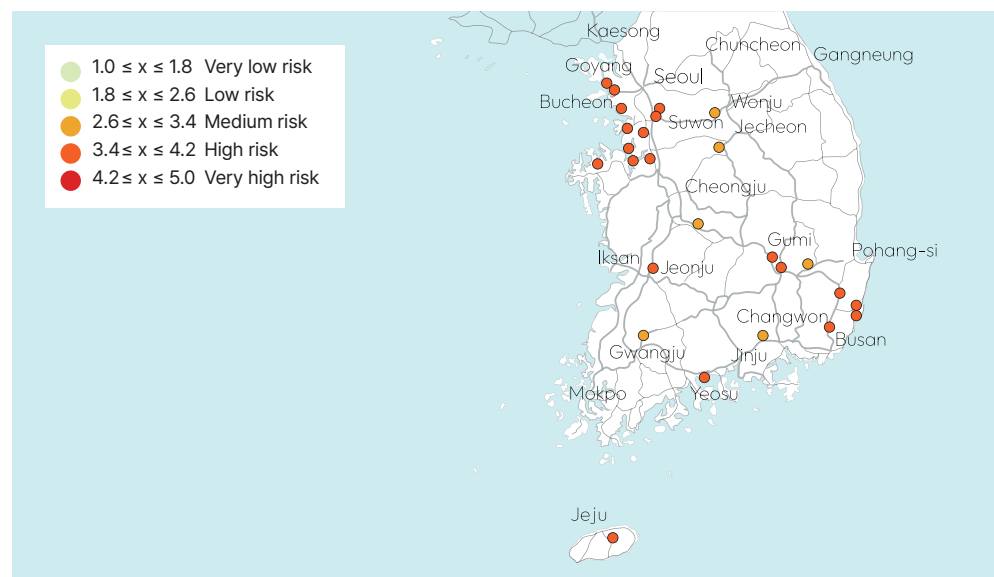
Category		Key Metrics
Physical Risks	Provisioning Services	Water Availability, Limited Wild Flora & Fauna Availability, etc.
	Regulating & Supporting Services – Enabling	Soil Condition, Water Condition, Air Condition, Ecosystem Condition, etc.
	Regulating Services – Mitigating	Landslides, Wildfire Hazard, Extreme Heat, Tropical Cyclones, etc.
	Cultural Services	Natural & Cultural Resources
	Pressures on Biodiversity	Land, Freshwater and Sea Use Change, Invasives, etc.
Reputational Risks	Environmental Factors	Proximity to Protected/Conserved Areas, Proximity to Key Biodiversity Areas, Other Important Delineated Areas, Ecosystem Condition, etc.
	Socioeconomic Factors	Labor/Human Rights, Financial Inequality, etc.
	Additional Reputational Factors	Media Scrutiny, Political Situation, Sites of International Interest, etc.

¹⁾ Areas overlapping more than 30% with IUCN (International Union for Conservation of Nature and Natural Resources) Protected Area Categories I–IV and unclassified protected areas, based on the World Database of Protected Areas (WDPA), are defined as “very high risk”

²⁾ Sites overlapping more than 50% with Key Biodiversity Areas (KBA), as assessed using global institutional databases, are defined as “very high risk”

Results of Biodiversity Risk Assessment

- Out of a total of 30 business sites excluding general buildings such as offices and sales branches, 24 sites were identified as having a high level of biodiversity-related risk (score of 3.4 or higher)
 - 15 sites were identified as being located near protected and conservation areas, with a very high risk score (4.5 or higher)
 - 23 sites were identified as being located near Key Biodiversity Areas (KBA), with a high risk score (3.4 or higher)



Category	Number of Sites (ea.)	Area (hectares)
Total number and area of business sites ¹⁾	30	179.0
Total number and area of business sites assessed for biodiversity-related risks	30	179.0
Total number and area of business sites located near areas of high biodiversity value	24	165.7

¹⁾ Excluding general buildings such as offices and sales branches

Natural Capital Management

Natural Capital Management Activities

Biodiversity Protection Activities

- Implementing biodiversity protection activities by categorizing impact mitigating actions into five stages (avoid, reduce, regenerate, restore, and transform)

Key Biodiversity Protection Activities

Reduce



Protecting the marine ecosystem through low-speed navigation

Participating in the Vessel Speed Reduction (VSR) program led by the U.S. National Oceanic and Atmospheric Administration (NOAA), which limits vessel speed to under 10 knots when operating along the U.S. West Coast (2018~)

In 2024, ten additional chartered vessels with frequent North American calls joined 32 company-owned vessels in the program, resulting in a total compliance rate of 83% and earning the Gold Award (2% increase from 2023)

Restore



Creating biodiversity school ecological forests

Preserving and cultivating rare native plant species endangered on the Korean Peninsula through employee volunteer activities, and donating them to unused spaces at schools near logistics hubs (2024)

Planted 3,025 Korean Peninsula native plants, including six endangered species

Transform



Participation in biodiversity conservation initiatives

Participating in various domestic and international initiatives for the protection of ecosystems and endangered species

Engaging regularly in BNNP to continue discussions on biodiversity-related policies

Participating in the Marine Shipping Initiative Program of the Santa Barbara County Air Pollution Control District and obtaining certification as a "Clean Air Shipping Company" (2020)

Participating in the PCTC Whale Protection Initiative and receiving a commendation from the Minister of Environment for biodiversity conservation (2021)

Water Management Activities

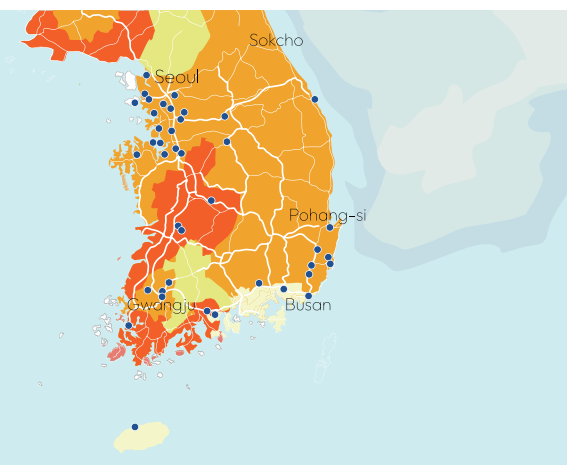
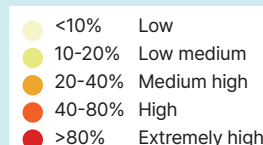
Water and Wastewater Management

- Conducting at least one self-monitoring of water quality per year at 10 business sites equipped with wastewater treatment facilities
- Reusing part of the wastewater generated from car wash facilities at used car auction centers by purifying it to reduce water usage

Analysis of Water Stress Exposure at Business sites

- Conducting annual assessments of water-related risks in regions where domestic business sites are located, using the WRI Aqueduct Water Risk Atlas Tool
 - As of 2024, no business sites are located in areas classified as "Extremely High" water stress according to the WRI Aqueduct Water Risk Atlas Tool 4.0

Analysis Result of Water Stress Exposure at Business Sites



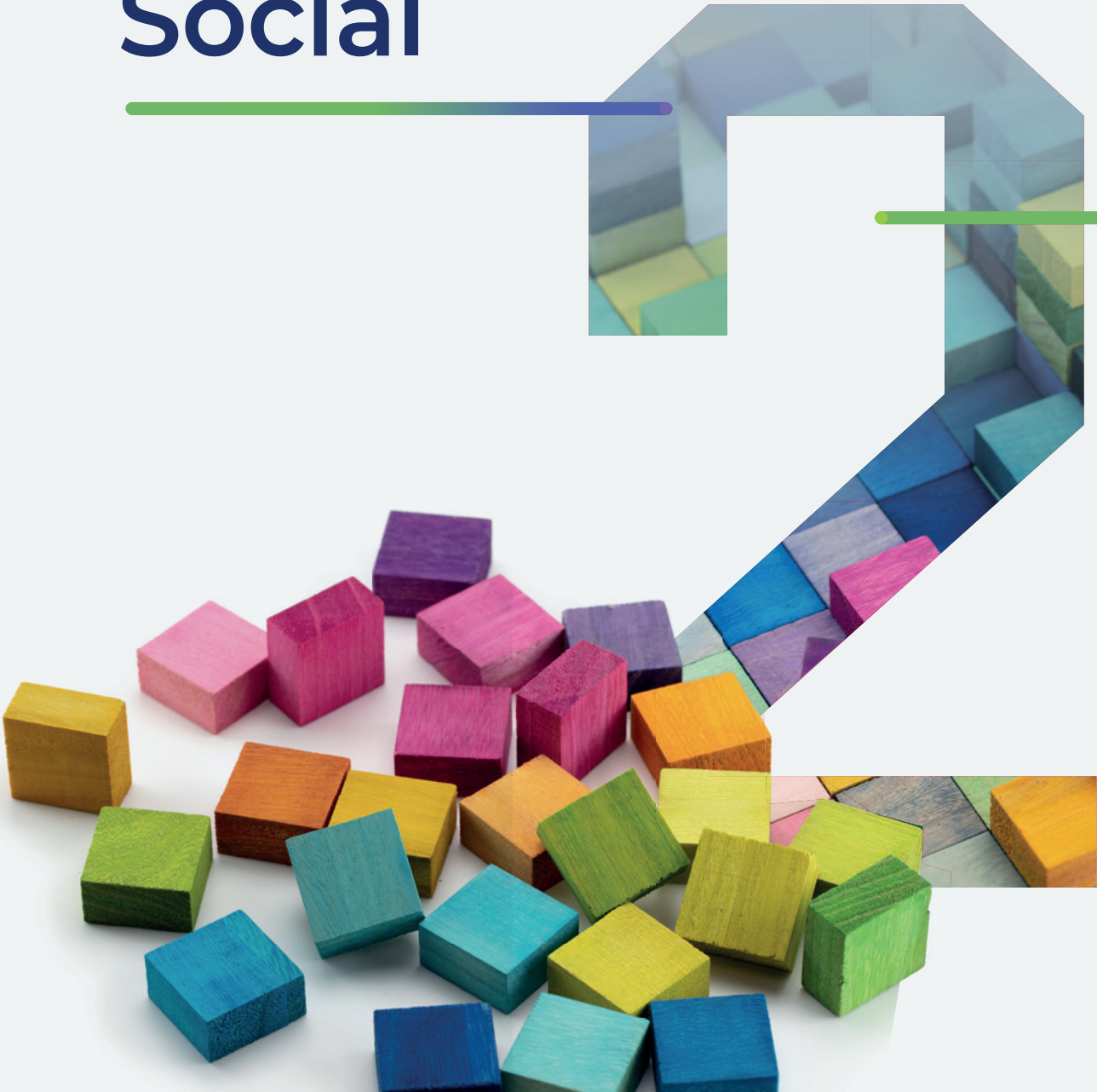
Water Withdrawal Status

Category	Unit	2022	2023	2024
Water withdrawal ¹⁾	m ³	85,123	87,900	84,564
Water withdrawal in water stressed areas ²⁾	m ³	0	0	0

¹⁾ Based on head office and workplaces

²⁾ According to the WRI Aqueduct Water Risk Atlas Tool 4.0, none of the company's sites are located in areas classified as "Extremely High" water risk

Social



- 062 Human Rights Management
- 066 Supply Chain Management
- 070 Enhancing Customer Value
- 073 Social Contribution Activities

Human Rights Management

Human Rights Management

Human Rights Management Governance

- Establishing a decision-making system for promoting human rights management, composed of the Board of Directors, management, and practical organizations
 - Corporate Governance & Communications Committee under the Board of Directors is responsible for overseeing and supervising human rights management strategies, plans, and related risks
 - Human Resource Administration Team, Human Resource Operation Team, Learning & Culture Team, and Sustainability Management Team perform key functions in human rights management, including establishing and implementing action plans, conducting human rights impact assessments, operating grievance channels, and providing human rights education and campaigns to internalize and promote a culture of human rights management

Human Rights Policy

- Enacting the Human Rights Charter to actively practice human rights management and prevent human rights violations and related risks in business operations
 - Declaring respect for human rights based on international standards and guidelines on human rights and labor, including the prohibition of child labor and forced labor, prohibition of discrimination and workplace harassment, and compliance with working conditions.
 - The Human Rights Charter consists of the purpose of establishment, scope of application, human rights risk management system, basic principle, grievance handling procedure, education and expansion, and human rights due diligence process
- Building internal systems required for human rights management in accordance with the Human Rights Charter and regularly assessing and improving human rights risks, while communicating major outcomes to stakeholders

Human Rights Management Governance Organizational Chart



¹⁾ Chief Sustainability Officer

Basic Principle of Respect for Human Rights

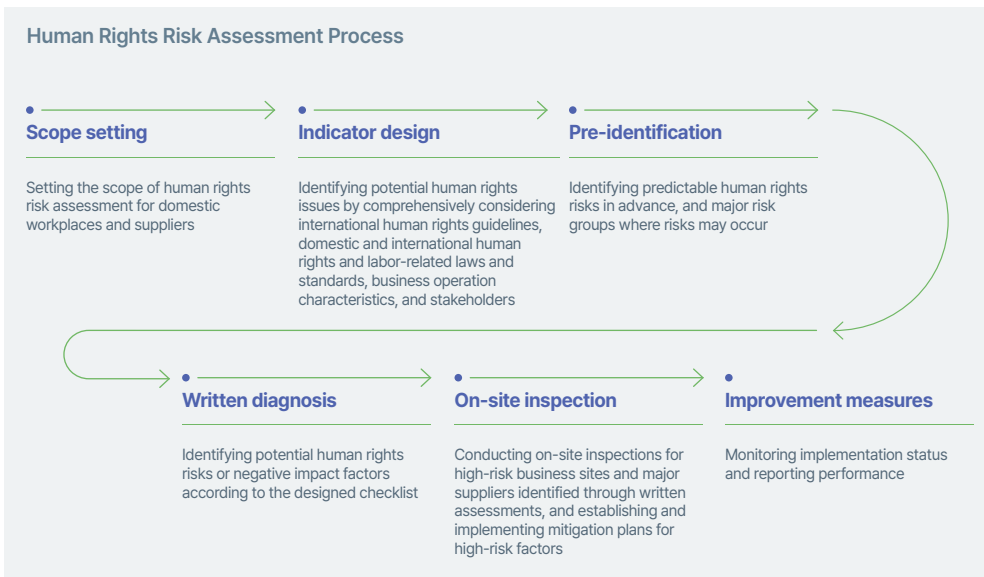
Category	Principle	Main Contents
Article 1	Prohibition of Child Labor and Forced Labor	Prohibits child labor and adheres to a zero-tolerance policy for such unfair employment practices
Article 2	Prohibition of Discrimination and Workplace Harassment	Prohibits discrimination in employment (recruitment, hiring, promotion, education, wages, welfare, etc.) on the grounds of gender, race, ethnicity, nationality, religion, disability, age, marital status or pregnancy, family status, social status, or political opinion Establishes an organizational culture that respects diversity
Article 3	Compliance with Working Conditions	Complies with statutory working hours in each country of operation
Article 4	Humane Treatment	Respects the privacy of all officers and employees, fully protects personal information, and prohibits any form of mental or physical coercion, abuse, or unfair treatment
Article 5	Guarantee of Freedom of Association and Collective Bargaining	Respects national labor relations laws and provides sufficient opportunities for communication to all officers and employees
Article 6	Guarantee of Industrial Safety	Ensures all officers and employees work in a safe working environment
Article 7	Protection of the Human Rights of Local Residents	Takes precautions to prevent human rights violations of local residents and strives to protect their right to safety, health, and freedom of residence
Article 8	Protection of the Human Rights for Customers	Endeavors to protect customers' life, health, property, and personal information collected during business operations
Article 9	Responsible Supply Chain Management	Evaluates and manages ESG risks arising from the supply chain, and conducts education and support activities for suppliers to prevent risks in advance
Article 10	Guarantee of Environmental Rights	Establishes environmental management policies and guidelines to minimize negative environmental impacts that may be linked to human rights violations

Human Rights Management

Human Rights Risk Management

Human Rights Risk Assessment System

- Conducting annual human rights impact assessments since 2023 to analyze and evaluate potential impacts on the human rights of internal and external stakeholders, with the aim of strengthening positive impacts and preventing or mitigating negative impacts in advance
 - Conducted human rights impact assessments for the headquarters, selected overseas business sites, and 265 suppliers, including interviews with relevant departments (2024)
 - Regularly reviewing potential human rights issues by comprehensively considering overall business operations, business characteristics, domestic and international human rights management guidelines, and both domestic and overseas stakeholders; establishing assessment indicators and conducting written assessments
 - Planning to review the status of human rights management at all domestic business sites and major overseas business sites in 2025
- Establishing and implementing improvement plans for human rights risks and conducting monitoring based on the results of written and on-site assessments
- When reviewing new business opportunities, examining risk factors, including potential human rights risks, through the Business Opportunity Support System in cooperation with supporting departments



Human Rights Impact Assessment Areas

- Establishing a human rights impact assessment system that considers internal and external policies, systems, laws, management status, major business characteristics, and stakeholder characteristics
 - Expanding the scope of assessment to include not only male and female employees, but also suppliers and local communities, compared to previous assessments
 - Designing assessment indicators that take into account vulnerable stakeholders at risk of human rights violations, such as children, pregnant women, persons with disabilities, and foreign employees
- Differentiating assessment areas and indicators according to the characteristics of domestic business sites, overseas business sites, and suppliers

Major Assessment Areas and Key Contents¹⁾

2024 Assessment Areas	Key Contents
Establishment of Human Rights Management System	Procedures for establishing and implementing a human rights management system Operation of grievance procedures, etc.
Non-Discrimination in Employment	Management system ensuring non-discrimination regardless of affiliation, covering male/female employees, non-regular workers, partner company employees, foreign employees, and other vulnerable groups
Guarantee of Freedom of Association and Collective Bargaining	Establishment and operation of labor-management councils, etc.
Prohibition of Forced Labor	Systems and monitoring to eliminate involuntary forced labor for employees and suppliers
Prohibition of Child Labor	Prohibiting the employment of minors and implementing necessary measures when minors are employed
Guarantee of Industrial Safety	Compliance with legal requirements for worker safety, provision of safety education/training, provision of essential equipment, support system for affected employees
Responsible Supply Chain Management	Institutionalizing and monitoring to prevent and promote human rights for supply chain workers (pledges, requirements, monitoring, surveys, etc.)
Protection of Local Residents' Rights	Investigation and establishment of countermeasures to protect the human rights and intellectual property of local residents
Protection of Human Rights in the Workplace	Prohibition of abuse of power, workplace bullying, and sexual harassment Improvement of organizational culture and human rights promotion activities; guarantee of right to rest, maternity protection, and work-life balance

¹⁾ Based on domestic business sites

Human Rights Management

Human Rights Risk Management

Results of Human Rights Risk Assessment

Results of Human Rights Impact Assessment for Domestic and Overseas Business Sites and Suppliers

- Human rights impact assessments for domestic business sites scored 87.8 out of 100, and for overseas business sites, 63.3 out of 100
 - Areas for improvement identified include strengthening remedial measures, enhancing monitoring to prevent human rights violations, improving labor practices, and reinforcing disclosures on safety and the environment. Mitigation measures for each identified area have been implemented
- Written assessments were conducted for 654 suppliers, and 265 companies responded
 - Assessment areas included common human rights (human rights management systems), inhumane acts, child labor, forced labor, working conditions, and freedom of association
 - Based on the results of the written assessments and a comprehensive review of sales and business areas, on-site inspections were conducted for 30 suppliers
 - On-site guidance and education related to human rights risks were provided, with participation from external experts such as labor attorneys

Results of Human Rights Impact Assessment for Domestic Business Sites¹⁾

No.	Assessment Areas	Score
1	Establishment of Human Rights Management System	45.0
2	Non-Discrimination in Employment	80.8
3	Guarantee of Freedom of Association and Collective Bargaining	100.0
4	Prohibition of Forced Labor	95.5
5	Prohibition of Child Labor	100.0
6	Guarantee of Industrial Safety	100.0
7	Responsible Supply Chain Management	81.8
8	Protection of Local Residents' Rights	100.0
9	Protection of Human Rights in the Workplace	87.1
Overall score		87.8

¹⁾ Due to the implementation of in-depth interviews for the human rights impact assessment that was previously conducted as a survey, the assessment methodology and assessment items have been enhanced

Implementation of Human Rights Risk Mitigation Measures

- Checking the current status of human rights risks and carrying out corresponding actions based on the results of human rights impact assessments
 - In 2024, no separate significant risks were identified through the human rights impact assessment, but actions were taken to prevent potential human rights risks
- The average score improved from 80.25 in 2023 to 87.8 in 2024, confirming the effectiveness of risk mitigation measures

Potential Issue	Related Stakeholders (Vulnerable Groups)	Mitigation Actions and Key Responses
Establishment of human rights management system	Employees	Annual human rights impact assessments by external experts Periodic review and revision of human rights policy (twice in the past three years)
Non-discrimination in employment	Employees, suppliers (including non-regular and foreign workers)	Determining salaries and benefits fairly and transparently based on DE&I policy Prohibiting discriminatory treatment due to non-regular or foreign worker status
Prohibition of forced labor	Suppliers	Transparent employment contracts in accordance with domestic and international laws Including provisions on prohibition of forced labor in the supplier code of conduct and conducting training
Protection of human rights in the workplace	Employees (including persons with disabilities)	Implementing organizational culture improvement activities and workshops Developing and providing suitable job roles for workers with disabilities, such as health keepers

Results of Human Rights Risk Assessment

Category	Unit	2024
Percentage of workplaces assessed for human rights risks ¹⁾	%	100
Percentage of workplaces where human rights risks were identified	%	0
Percentage of workplaces with mitigation/improvement actions taken	%	100
Percentage of suppliers assessed for human rights risks ²⁾	%	41
Percentage of suppliers where human rights risks were identified ³⁾	%	2
Percentage of suppliers with mitigation/improvement actions taken	%	100

¹⁾ Based on domestic workplaces, considering human rights issues at all domestic workplaces through interviews with headquarters employees during the human rights impact assessment

²⁾ Response rate compared to the number of suppliers subject to human rights impact assessment

³⁾ Suppliers rated D or below

Human Rights Management

Human Rights Management Internalization

Human Rights Education

- Providing regular human rights training programs through the internal education platform to promote a culture of human rights management and raise employee awareness
 - In addition to mandatory training such as disability awareness, sexual harassment prevention, and workplace harassment prevention, offering various in-house programs covering the necessity of human rights management, cases of human rights violations, and trends in human rights issues

Status of Human Rights-Related Education

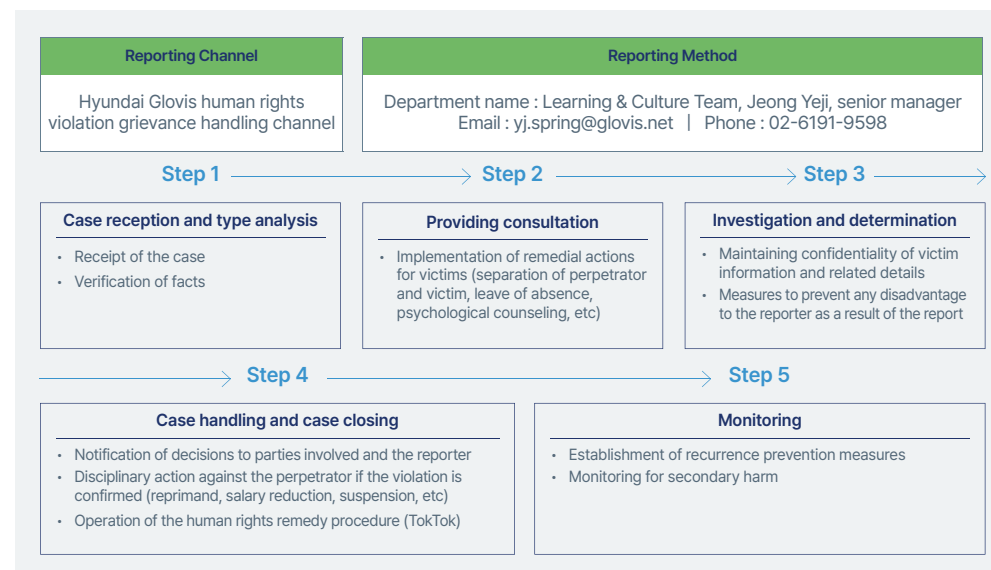
Category	Unit	2022	2023	2024
Improving awareness of the disabled ¹⁾²⁾	Person	1,778	1,912	1,915
Prevention of sexual harassment and harassment at workplaces ¹⁾²⁾	Person	1,778	1,912	1,915
Average training time per person ²⁾	Hour	2.00	3.15	2.52

¹⁾ All domestic employees excluding dispatched workers

²⁾ Correction of 2022-2023 data due to changes in calculation standards

Operation of Grievance Handling Channel

- Operating a grievance channel that allows stakeholders who have experienced or are aware of human rights violations to report concerns (Reporting areas include sexual harassment, discrimination and harassment, and suggestions for improving corporate culture)
 - Maintaining strict confidentiality regarding details of the victim, incident, remediation process, and outcome
- When a human rights violation report is received, referring to court precedents, regulations of the relevant authorities, and past internal practices, as well as seeking support from the legal department to identify appropriate remedies
 - Implementing actions to verify facts and resolve the root cause of the grievance, as well as providing remedies for victims and taking disciplinary action against offenders



Results of Operating the Grievance Handling System¹⁾

Category	Unit	2022	2023	2024
Number of reports and received cases	Case	15	17	15
Number of cases processed (processing rate)	Case(%)	15(100)	17(100)	15(100)

¹⁾ Correction of 2023 data due to data errors, grievances raised through the labor-management council not included

Supply Chain Management

Supply Chain Management System

Supplier Code of Conduct

- Established a Supplier Code of Conduct stipulating requirements for ethics, environment, labor and human rights, safety and health, and management systems that suppliers must comply with
- Requires all suppliers who provide goods or services or enter into business relationships for other transactions to comply with the Supplier Code of Conduct
 - Obtains a signed "Ethical Commitment Pledge" from all new suppliers in business relationships, pledging to comply with the company's Supplier Code of Conduct
- Regularly monitors suppliers' compliance with the company's Supplier Code of Conduct and the occurrence of any acts or cases that violate the Code
 - For suppliers found to be in violation, conducts a separate fact-finding and verification process and requests corrective actions
 - Continuously reviews procurement practices through the supplier sustainability risk assessment process to ensure compliance with the company's Supplier Code of Conduct

Composition of the Supplier Code of Conduct

Business Ethics	Environment	Labor/Human Rights	Health and Safety	Management Systems
Transparency Anti-Corruption Conflicts of Interest Fair Trade and Competition Information Protection, etc.	Establishment of Environmental Management System Air Pollutant Management Waste Management Chemical Substances Management Management of Energy Use, etc.	Non-Discrimination Benefits Working Hours Humane Treatment Freedom of Association, etc.	Establishment of Health and Safety Management System Safety Management of Machinery, Equipment, and Facilities Emergency Preparedness Accident Management Safety Evaluation, etc.	Company Statement Disclosure Appointment of Supervisor Risk Assessment Training and Communication Information Management, etc.

Supplier Screening

- Screens suppliers by comprehensively considering business relevance (purchase proportion, technological importance, quality level, etc.) and risk level (financial, regulatory, ESG risks, etc.)
 - Defines and manages significant suppliers as those selected based on business relevance, including transaction volume, transaction duration, and degree of cooperation, as well as risk, among suppliers affiliated with the company's supplier association

Supplier Screening Criteria

Business relevance		Risk factor	
Purchase proportion	Analyzing business dependency	Financial risk	External credit evaluation
	Securing supply safety		Price competitiveness
Technological importance	Improving customer satisfaction	Regulatory risk	Status of ESG regulations in the country where the supplier is located
	Cost saving		Status of domestic and international regulations related to supply chain management
Quality level	Guaranteeing product and service quality	ESG risk	Corporate ethics such as transparent management and anti-corruption
	Considering irreplaceability		Environmental and social achievements, etc.

Results of Supplier Screening¹⁾

Category	Unit	2024
Total number of Tier-1 suppliers	ea.	1,126
Total number of significant suppliers in Tier-1	ea.	102
Total number of significant suppliers in non Tier-1	ea.	0
Total number of significant suppliers	ea.	102

Share of Supplier Spend

Category	Unit	2024
Percentage of total spend on suppliers in Tier-1	%	100
Percentage of total spend on significant suppliers in Tier-1	%	52.3

¹⁾ Supplier management system is being enhanced based on the EU Corporate Sustainability Due Diligence Directive (CSDDD) (2025-)

Supplier Selection

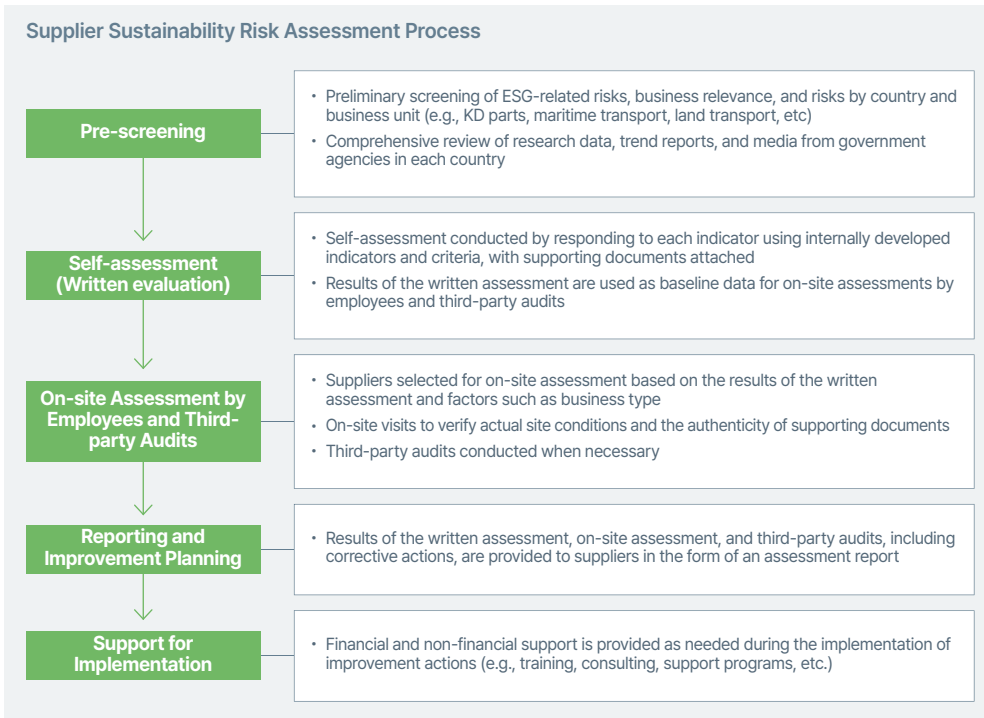
- Suppliers are selected and registered based on comprehensive consideration of their credit ratings, operational capabilities, and sustainability-related factors, in accordance with the "Supplier Selection and Contracting Guidelines."

Supply Chain Management

Supplier Sustainability Risk Assessment

Supplier Sustainability Risk Assessment Process

- The supplier sustainability risk assessment is conducted once a year based on the supplier sustainability risk assessment process
 - Written assessments are conducted using internally developed indicators and criteria
 - Based on the results of the written assessment and factors such as the supplier's industry, suppliers subject to on-site assessments are selected; if necessary, on-site audits are performed by third-party organizations
 - Assessment results, including improvement actions, are provided to suppliers through formal reports; support for implementation and capacity building is offered through ESG consulting, safety and environmental improvement programs, and other initiatives
- Executive management receive, review, and approve both the supplier sustainability risk assessment process and its results



Supplier Sustainability Risk Assessment Indicators

- Risk assessment indicators are developed with reference to various global initiatives, including domestic and international regulations and the Responsible Business Alliance (RBA)
 - Assessment indicators are separately structured for safety, environment, and human rights areas
 - Supplier risk assessment indicators are continuously updated in line with ESG benchmarks against peers and global ESG developments

Structure of Supplier Sustainability Risk Assessment Indicators

Safety	Environmental	Human Rights
Emergency response system	Environmental management system	Human rights policies and standards
Safety management policies and system	Environmental impact management performance	Human rights promotion programs
Safety training and accident management, etc.	Energy efficiency improvement, etc.	Non-discrimination regulations, etc.

Results of the Supplier Sustainability Risk Assessment

Category	Unit		2024
Number(Percentage) of suppliers assessed via desk assessments	Tier-1 suppliers	ea.(%)	520(46)
	Significant suppliers	ea.(%)	100(98)
Number(Percentage) of suppliers assessed via on-site assessments	Tier-1 suppliers	ea.(%)	148(13)
	Significant suppliers	ea.(%)	39(38)
Number(Percentage) of suppliers assessed with substantial actual/potential negative impacts ^{1) 2)}	Tier-1 suppliers	ea.(%)	266(51)
	Significant suppliers	ea.(%)	36(36)
Number(Percentage) of suppliers assessed with substantial actual/potential negative impacts agreed corrective action/improvement plan	Tier-1 suppliers	ea.(%)	266(100)
	Significant suppliers	ea.(%)	36(100)
Number(Percentage) of suppliers supported in corrective action plan implementation	Tier-1 suppliers	ea.(%)	118(44)
	Significant suppliers	ea.(%)	16(44)
Number of suppliers with substantial actual/potential negative impacts that were terminated		ea.	0

¹⁾ In cases where any one of the safety/environmental/human rights criteria fails to meet the minimum standards

²⁾ Suppliers identified with negative impacts through desk/on-site assessments

Supply Chain Management

Support for Enhancing ESG Capabilities of Suppliers

ESG Consulting Support for Suppliers

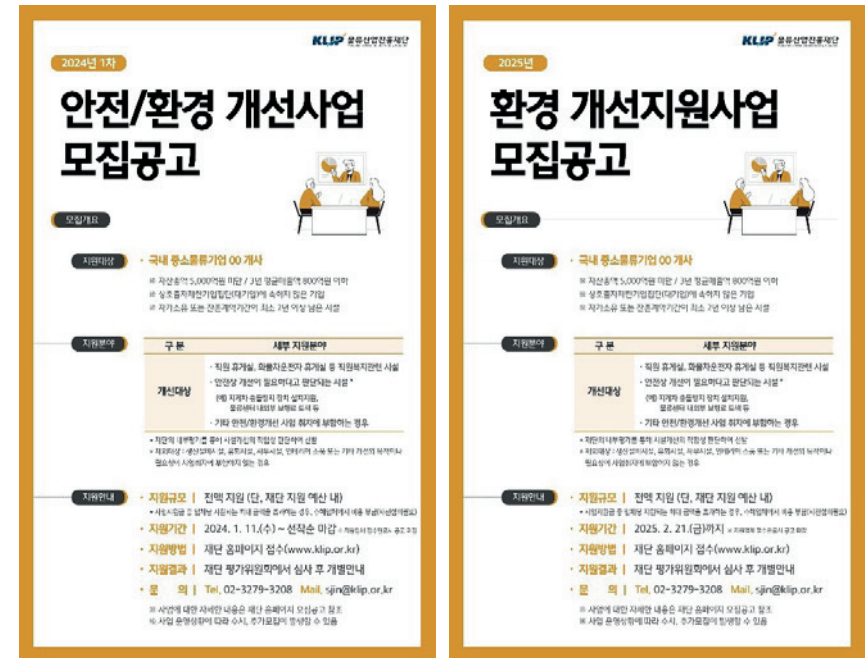
- In cooperation with the Foundation of Korea Logistics Industry Promotion (KLIP), established under the approval of the Ministry of Land, Infrastructure and Transport, Hyundai Glovis provides free-of-charge consulting support for small and medium-sized logistics companies to establish ESG management systems and improve business processes
 - Consulting support for ESG management is categorized into Environmental Management and Occupational Health and Safety, covering greenhouse gas (GHG) emissions calculation and baseline setting, assistance for certification as Outstanding Green Logistics Practice Enterprises, and advisory services for establishing safety-related operational processes
 - In 2024, Hyundai Glovis supported 10 companies with ESG consulting through four rounds of recruitment, including ongoing open calls throughout the year
 - KRW 183 million provided for safety and environmental improvement projects and related consulting services

Category and Support Items of ESG Consulting for Suppliers

Category	Area	Support Details
Environmental Management	ISO14001	Review of environmental management policies and goal setting for ISO 14001 certification
		Implementation of emissions reduction plans, recommendations for regular inspections, and improvement measures related to exhaust gas emission regulations
Health & Safety	ISO45001	Compliance assessment of occupational health and safety regulations for ISO45001 certification
		Implementation of improvement measures for high-risk operational processes based on risk assessment
	Industrial Safety and Health Act guidance and compliance support	Infrastructure inspection for safety management in logistics centers (e.g., sprinkler systems, fire hydrants, forklift safety devices)
		Review of safety and health documentation and proposal of improvements in response to the Serious Accidents Punishment Act
		Implementation of Industrial Safety and Health Act training, musculoskeletal hazard factor surveys, risk assessments, and establishment of safety and health management system manuals
		On-site inspections and recommendation of corrective actions for safety signage, ladders, warehouse lighting, forklifts, etc.

Safety and Environmental Improvement Program

- Hyundai Glovis has been implementing the Safety and Environmental Improvement Program since 2020 in collaboration with the Foundation of Korea Logistics Industry Promotion (KLIP) to support costs required for safety and environmental improvements at small and medium-sized logistics companies (2020~)
 - In 2024, five companies were selected through three recruitment rounds, with a total of KRW 103 million provided in support



Supply Chain Management

Support for Enhancing ESG Capabilities of Suppliers

Establishment of Mutual Growth Fund

- Mutual Growth Fund established to support truck drivers and small and medium-sized logistics partners
 - Fund utilized for subsidizing interest expenses for new truck purchases by drivers and for management stabilization of SME partners
 - In 2024, KRW 113 million contributed to the Mutual Growth Fund

Supplier ESG-related Risk Training

- ESG-related training provided to all employees, including those in procurement and supplier management departments, to strengthen supplier management capabilities
- Complimentary ethics, environmental, and safety training offered to suppliers in collaboration with KLIP
 - Program includes content such as building a culture of fair trade between large and small enterprises, prevention of environmental and safety risks, sharing of latest ESG issues and trends, and provision of best practices and benchmarking materials
 - In 2024, seminars on the concept and importance of ESG were conducted for 299 suppliers

Status of Ethics, Environmental, and Safety Training for Suppliers

Category	Unit	2022	2023	2024
Number of suppliers implementing ethics, environmental, and safety training	ea.	462	426	299

Strengthening Supplier Communication

Supplier Partners' Day

- Annual "Partners' Day" meetings held to promote ongoing win-win cooperation with suppliers
 - Fostering consensus and a sense of belonging by sharing transparent management policies for mutual growth
 - Five suppliers recognized as outstanding partners for their contribution to enhancing logistics competitiveness (2024)
- Offline surveys conducted with participating suppliers to collect feedback
 - Suppliers are encouraged to share feedback and suggestions openly, including operational improvements and program requests such as Partners' Day

Supplier Grievance Handling Program

- Multiple channels available on the company website, including Customer Support, Cyber Audit Office, and Compliance/Ethics Reporting, for suppliers to freely report and resolve grievances
 - In 2024, all 16 grievance cases submitted by suppliers were fully processed (100% resolution rate)

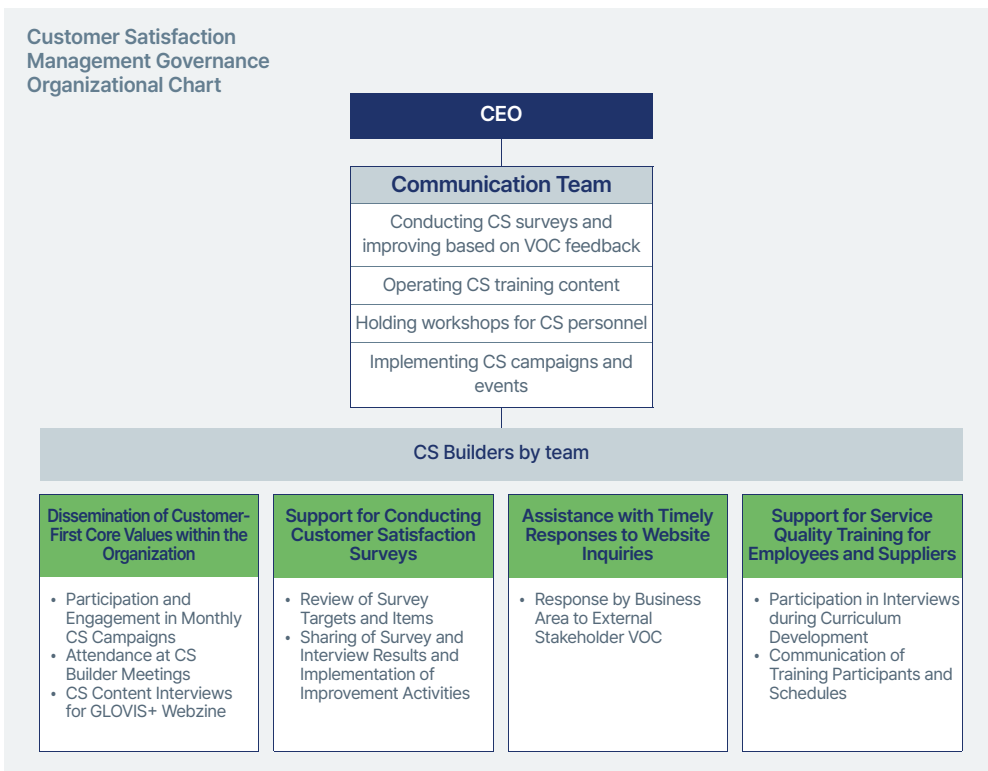


Enhancing Customer Value

Customer Satisfaction Management System

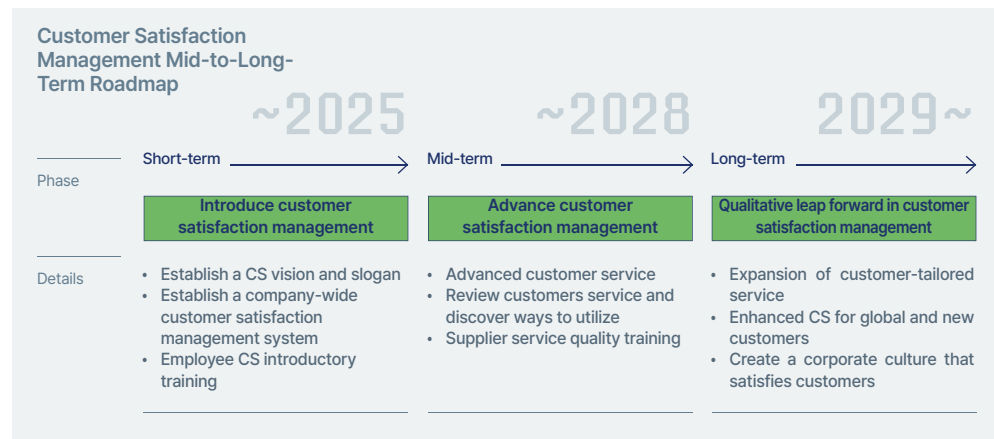
Customer Satisfaction Management Governance

- Operating a dedicated organization to carry out various customer satisfaction initiatives aimed at enhancing customer satisfaction
 - Implementing customer satisfaction activities and CS campaigns based on the results of CS (Customer Satisfaction) surveys and VOC (Voice of Customers) feedback
 - Providing service quality training to employees and supplier staff at customer touchpoints
- Appointing 'CS Builders' within each team to promote customer satisfaction policies and foster a customer-first culture



Customer Satisfaction Management Strategy

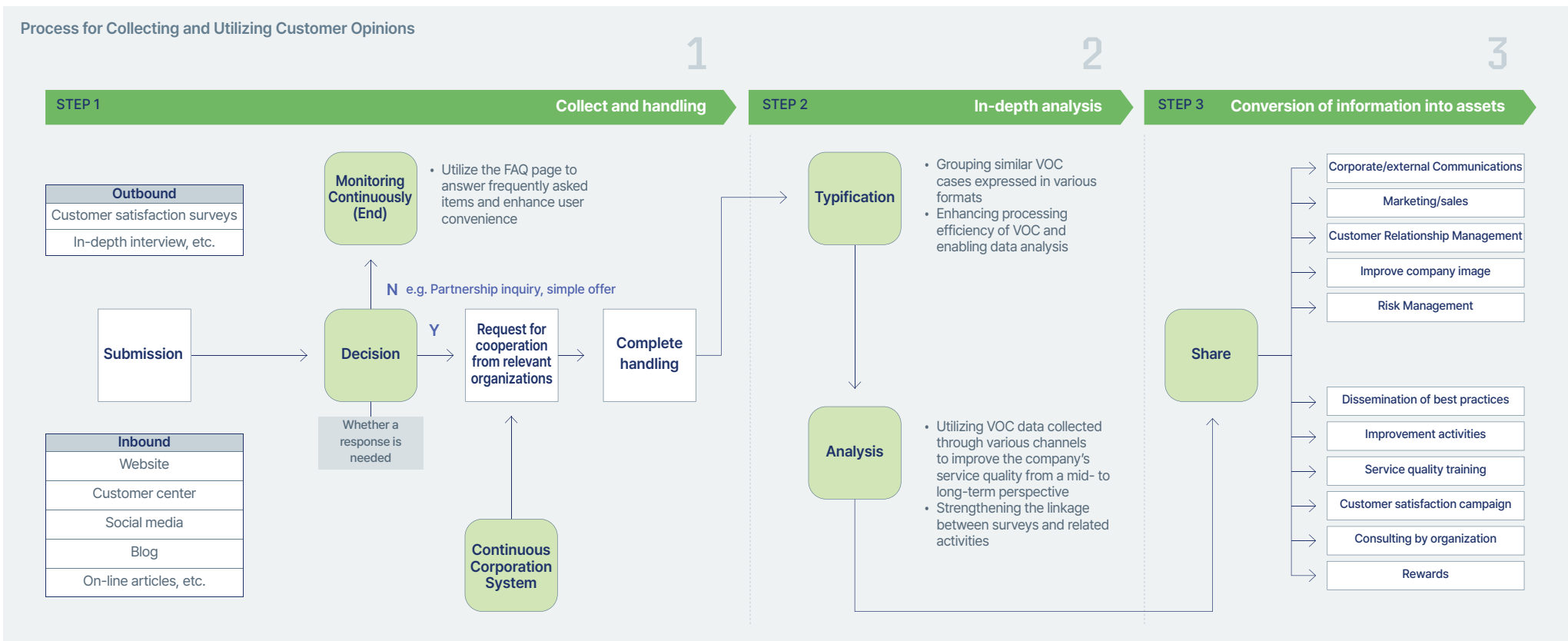
- Establishing a company-wide mid- to long-term plan for customer satisfaction management to continuously improve customer satisfaction, and defining action plans for each implementation phase
 - Segmenting customers into internal customers, suppliers, and clients, and introducing differentiated strategies for each group



Enhancing Customer Value

Process for Collecting and Utilizing Customer Opinions

- Operating diverse customer feedback channels such as customer satisfaction surveys, in-depth interviews, the company website, customer service center, social media, blog, and chatbot to actively gather Voice of Customers (VOC)
 - Segmented high-volume inquiry categories, such as new vehicle delivery and quotation requests, during the website renewal (February 2025), and assigned customer inquiry review permissions to responsible CS Builders for faster and more accurate responses
 - Introduced a new chatbot system to allow customers to resolve simple inquiries-especially those related to new vehicle delivery-on their own (February 2025~)
 - Responding to stakeholder opinions and inquiries received via the "Customer Support" section on the website; IR, social contribution proposals, and other inquiries can be submitted anonymously
- Analyzing received customer feedback to identify service improvement areas, manage risks, and inform employee service quality training (6 customer complaints received between February and June 2025 were resolved, achieving a 100% resolution rate)



Enhancing Customer Value

Customer Satisfaction Management

Customer Satisfaction Survey

- Conducting annual customer satisfaction surveys by categorizing customer types into corporate customers (B2B) and general customers (B2C)
 - Managing customer satisfaction survey results as KPIs, and establishing and implementing improvement plans based on the results
 - Achieving year-on-year improvement in satisfaction levels among all corporate customers, including client companies, suppliers, AutoBiz members, and overseas subsidiaries
- Conducting additional internal customer satisfaction surveys every two years to strengthen interdepartmental collaboration

Category	Corporate Customers (B2B)	General Customers (B2C)
Subject	Corporate customers and suppliers engaged in regular transactions in the domestic and international logistics, shipping, and distribution sectors, and customers of overseas subsidiaries	General customers of Autobel
Frequency	Annually	Ongoing
Method	Measuring satisfaction at each stage, considering the entire process from bidding to post-transaction management	Mobile survey conducted immediately after using the vehicle sales service, and in-depth individual interviews
Utilization of results	Identification of improvement areas by business division using the Customer Satisfaction Index (CSI)	Review of customer satisfaction survey results and development of improvement plans through small-group meetings by organization in the first half of each year

Results of Customer Satisfaction Survey

Category	Unit	2022	2023	2024
General Customer	Point	94.7	95.0	94.0
Corporate Customer	Point	87.9	90.9	92.9

Training Related to Customer Satisfaction

- Operating ongoing service quality training for employees to enhance service quality and strengthen competitiveness (2019~)
 - Providing customized training programs for all levels, from new hires to managers, based on the core value of 'customer first'
 - Including content on resolving internal issues related to customer satisfaction and improving work processes, such as understanding the core value of customer-first, developing tailored service strategies, and enhancing customer management skills
- Developing and providing customized service quality training content for suppliers, reflecting the characteristics of each business unit

Customer Satisfaction Improvement Clinic 'Zoom-In' Special Lecture

- Launching and operating the customized training program 'Customer Satisfaction Improvement Clinic: Zoom-in' to strengthen CS capabilities of employees and suppliers (2023~)
 - Expanding the program to support functions beyond business divisions (2024~)
 - Diagnosing customer satisfaction-related issues that are difficult for departments to assess independently, and deriving improvement plans together with relevant staff
 - Providing a program to enhance service competitiveness of requesting departments through pre-checks on weak areas, designing improvement approaches via multiple channels, and identifying solutions tailored to each team's characteristics

Status of Service Quality Training¹⁾

Category	Unit	2022	2023	2024
Number of participating employees	Person	237	238	172
Number of participating supplier employees	Person	1,180	758	985
Total number of participants	Person	1,417	996	1,157

¹⁾ Participants from employees or suppliers in Service Quality Training and 'Zoom-in' Sessions

Social Contribution Activities

Social Contribution Framework

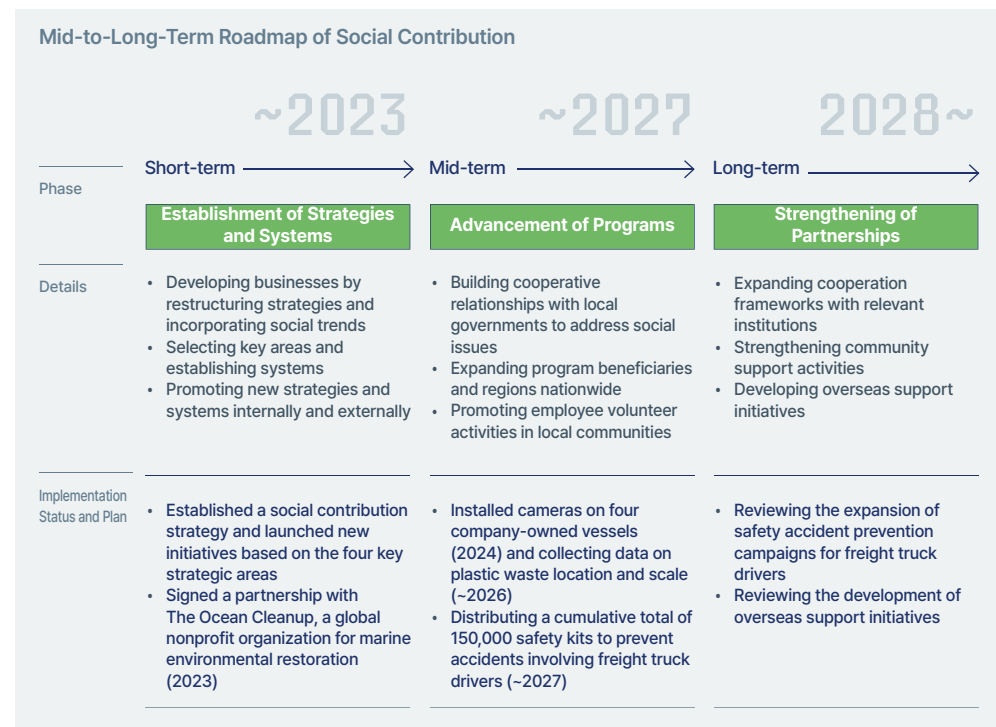
Social Contribution Vision and Strategy

- To achieve the vision of becoming a “Sustainable Global Smart SCM Provider” and contribute to a sustainable life, we have launched social contribution initiatives by setting four key focus areas as strategic goals
- Social value has been created by actively promoting a wide range of social contribution programs, including specialized projects linked to the logistics industry and community sharing programs



Mid-to-Long-Term Roadmap of Social Contribution

- Established a mid-to-long-term social contribution roadmap in 2023 to pursue structured advancement of related initiatives, and enhancing and implementing programs based on the roadmap
- Formed a dedicated organization to realize the roadmap, responsible for company-wide strategy development, project planning, and operations
 - Organized a volunteer group involving both management and employees, and conducting voluntary activities



Social Contribution Activities

Social Contribution Activities and Achievements

Key Social Contribution Activities and Achievements

Logistics Dream Camp

- Provided expert talks and lectures by social and safety professionals to students from specialized high schools interested in logistics (2019~)
- Offered opportunities to visit the Autobell Incheon Center and Incheon Port Authority, conducting participatory camps where future logistics talents generate their own ideas



Program Outcomes

- Survey Overview
- Period : October 16, 2024
 - Target : Participants of Logistics Dream Camp
 - Method : On-line survey

90.2%

Support for understanding of the logistics industry

94.2%

Satisfaction with on-site logistics experience (Autobell/Export center)

91.0%

Satisfaction with Networking and Volunteering with Logistics Professionals

Children's Logistics Movement Experience Zone

- Established a hands-on logistics mobility experience zone at Seoul Grand Park in Gwacheon, providing opportunities for children—classified as a safety-vulnerable group—to build self-protection skills in daily life and emergency situations, including traffic accidents (2023~)



Program Outcomes

- Survey Overview
- Period : June 8-9, 2024
 - Target : Children and guardians from local children's centers and child welfare facilities child
 - Method : On-line survey

90.0%

Satisfaction with the program

35.2%p

Brand awareness of Hyundai Glovis up to

Before participation 60.0% → After participation 95.2%

38.6%p

Awareness of Hyundai Glovis' Social Contribution Campaigns up to

Before participation 58.0% → After participation 96.6%

Willingness to participate in the program and recommend it

Children 95.2%
Guardians 96.0%

Willingness to recommend the program 85.0%

Social Contribution Activities

Social Contribution Activities and Achievements

Key Social Contribution Activities and Achievements

Truck Driver Safety Awareness Campaign

- Distributed safe driving kits annually at highway rest areas, for freight trucks and logistics terminals to prevent accidents involving freight truck drivers (2015~)
- Distributed 10,000 safe driving kits in 2024 to small-, large-, and two-wheeled vehicle logistics workers at Yeosu Gwangyang Port International Terminal, Ulsan Freight Terminal, Busan New Port Authority, and Chilgok Freight Lounge



Social Value

KRW **108** million won
Minimum cost for one hour of industrial safety and health training KRW 5,400 won (Ministry of Employment and Labor Notice No. 2020-31)
Safety kit 1 set = KRW 10,000 won ÷ 2 hours of industrial safety and health training

10,000 sets distributed = 10,000 people X 2 hours of training = KRW 108,000,000 won

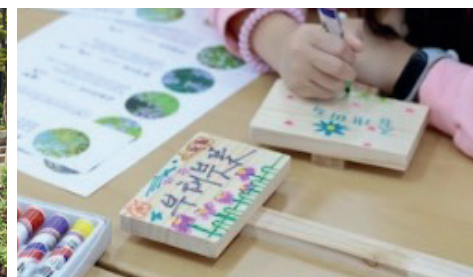
Program Outcomes

- Survey Overview
- Period : September 27 – November 27, 2024
 - Target : Logistics workers who received safety kits
 - Method : Online & offline Survey



Creating Biodiversity School Ecological Forests

- Preserved and cultivated endangered native plant species on the Korean Peninsula through employee volunteer activities, and donated them to unused land at logistics-linked schools (Seoul Sangwon Elementary School, and Okgyeong Elementary School in Gwangyang) (2024)
- Providing biodiversity education materials and conducting environmental education for elementary students using ecological forests



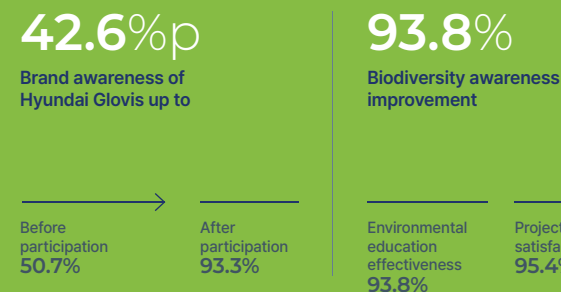
Environmental Impacts

Created **210**m²
ecological forests at **2** schools
Planted 3,025 Korean Peninsula native plants, including six endangered species

418 participants in environmental education, cumulative 2,508 hours

Program Outcomes

- Survey Overview
- Period : June 11 – December 12, 2024
 - Target : Faculty of 2 participating elementary schools in 2024 Hyundai Glovis Biodiversity Conservation Project (Seoul Sangwon Elementary School, Okryong Elementary School in Gwangyang)



Social Contribution Activities

Social Contribution Activities and Achievements

Key Social Contribution Activities and Achievements

Chuseok holiday special meal support

- In September 2024, served Chuseok holiday meals and provided gifts to 300 elderly individuals living alone at the Dong-gu Senior Welfare Center in Ulsan, with dishes personally prepared by employees

Mural painting for community environment improvement

- Carried out a mural painting volunteer activity in May 2024 with employees and their families to promote traffic safety for mobility-impaired individuals
 - Improved a mural at a welfare center for persons with disabilities by incorporating road traffic safety messages

Plogging Activities Around Seoul Forest

- Conducted a joint plogging activity in May 2024 with employees of SM Entertainment, who share the same office building in Seongsu-dong, to clean up the area around Seoul Forest and nearby streets
 - Collected litter while walking through Seoul Forest, Seoul Forest Station, Ttukseom Station, and the Seongsu-dong neighborhood

1 Company 1 Village Exchange Activities

- Conducted annual "One Company, One Village" exchange activities as part of a rural-community partnership program with Jaeun 2-ri, Duchon-myeon, Hongcheon-gun, Gangwon Province (2007~)
 - In July 2024, approximately 150 employees participated in harvesting and packing corn to support understaffed farms, purchased around 2,100 boxes of corn, and delivered them to employees' households, contributing to increased farm income and revitalization of the local rural economy



1. Chuseok holiday special meal support 2. Plogging Activities Around Seoul Forest 3. 4. 1 Company 1 Village Exchange Activities 5. Mural painting for community environment improvement

Social Contribution Activities

Social Contribution Activities and Achievements

Key Social Contribution Activities and Achievements

Industry-Academia Scholarship Program for Nurturing Maritime Talent

- Selected 12 fourth-year students annually from Korea Maritime & Ocean University and Mokpo National Maritime University to receive tuition and academic support funding (twice a year), with preferential treatment given in Hyundai Glovis recruitment processes upon graduation (2023~)
- Planning to expand the scholarship program to overseas maritime universities in the future, depending on the proven effectiveness of the current program at domestic institutions, to attract high-potential talent



Foundation of Korea Logistics Industry Promotion Project

- Contributed to the Foundation of Korea Logistics Industry Promotion (KLIP), established with the approval of the Ministry of Land, Infrastructure and Transport, to support education and academic programs for small and medium-sized logistics companies (2013~)
 - Implementing various initiatives to advance the logistics industry and build cooperative frameworks with local communities, including logistics talent development training, consulting, safety and environmental improvement projects, and conferences

Implementation Outcomes of Logistics Talent Training

Category	Unit	2022	2023	2024
Number of courses opened for logistics talent training	Program	54	57	60
Number of participants in logistics talent training	Person	2,085	2,358	2,121

Governance



- 079 Board of Directors
- 085 Enhancing Shareholder Value
- 087 Ethics and Compliance Management
- 092 Risk Management
- 095 Information Security and Data Privacy

Board of Directors

Composition of the Board of Directors

- The Board of Directors is the company's highest decision-making body, responsible for deliberating and resolving matters stipulated in the Articles of Incorporation, matters delegated by the General Meeting of Shareholders, and other key matters regarding basic management policy and business execution, as well as overseeing the management team
- The Chief Executive Officer, with a comprehensive understanding of the overall market, is appointed as the Chair of the Board of Directors
- In March 2024, to enhance communication with foreign shareholders and protect shareholder rights, Hyundai Glovis newly appointed Other Non-Standing Director Tanaka Jonathan Maswoswe and Outside Director Hyun Man Choi
- In March 2025, to further strengthen communication with foreign shareholders and shareholder rights, and to reinforce the Board of Directors' advisory function, Other Non-Standing Director Jan Eyvin Wang, who possesses expertise in global logistics and shipping, was reappointed

Composition of the Board of Directors

(As of March 31, 2025)

Category (Position)	Name	Duty	Major Career	Appointment Date	Gender	Birth Year	Nationality
Inside Director (President)	Kyoo Bok Lee	CEO, Chair of the Board	(Present) Executive Vice President of Hyundai Glovis (Former) Senior Vice President of Hyundai Motors	Jan 26, 2023	Male	1968.04	Korea
Inside Director (Senior Vice President)	Byung Kag Yoo	Planning & Business Administration	(Present) Senior Vice President of Hyundai Glovis (Former) Vice President of Hyundai Motors	Mar 29, 2023	Male	1967.01	Korea
Other Non-Standing Director	Jan Eyvin Wang	Shipping Consulting	(Present) Seed Consulting AS, Chairman (Former) Wilh. Wilhelmsen Holdings ASA (Shipping company), Executive VP of New Energy	Jun 11, 2010	Male	1956.08	Norway
Other Non-Standing Director	Tanaka Jonathan Maswoswe	Business Administration Consulting	(Present) The Carlyle Group, Managing Director and Partner, Industrial and Transportation (Former) The Carlyle Group, Toigo Fellow	Mar 20, 2024	Male	1984.08	USA
Outside Director	Yoon Jin Yoon	Mobility Consulting	(Present) Associate Professor in the Construction and Environmental Engineering Department of KAIST (Former) Other non-standing director of the Korea Authority of Land & Infrastructure Safety (former Korea Infrastructure Safety Corporation)	Mar 24, 2021	Female	1972.01	Korea
Outside Director	Ho Geun Lee	Business Administration Consulting	(Present) Professor of Business Administration at Yonsei University (Former) Outside director of Woori Investment Bank	Mar 24, 2021	Male	1960.05	Korea
Outside Director	Myeong Hyeon Cho	Corporate Governance Consulting	(Present) Professor of Business Administration at Korea University (Former) Chairman of the Korea Corporate Governance Service	Mar 24, 2021	Male	1964.06	Korea
Outside Director	Sung Hee Han	Tax Consulting	(Present) Advisor at Daeryook & Aju Law Firm (Former) 22nd Commissioner of the National Tax Service	Mar 29, 2023	Male	1961.03	Korea
Outside Director	Hyun Man Choi	Shareholder's Rights Protection	(Present) Advisor at Hana Financial Group (Former) Former CEO and Chairman of Mirae Asset Securities	Mar 20, 2024	Male	1961.08	Korea

Board of Directors

Board Independence, Expertise, and Diversity

Board Independence

- In accordance with the Commercial Act, a majority of the nine board members with at least five are appointed as Outside Directors to ensure independence
- The Articles of Incorporation stipulate that Outside Directors must constitute a majority of the total number of directors
- Strict independence criteria based on the Outside Director Nominee Recommendation Committee regulations and international standards have been established to meet the legal requirements under the Korean Commercial Act and enhance board independence
 - As of March 2025, all Outside Directors of Hyundai Glovis meet the independence criteria

Guidelines on Board Independence

- ① Outside directors at Hyundai Glovis must not have been employed by the company in a management position below the CEO within the previous 5 years
- ② Outside directors at Hyundai Glovis must not have personally, or through their spouses or direct ascendants, received financial support exceeding \$60,000 from the company, its parent company, or any subsidiaries during the past 3 business years
- ③ Outside directors and their family members should not have held executive positions within the company, its parent company, or any subsidiary within the last 3 years
- ④ Outside directors must not be an adviser or consultant to the company or a member of the company's senior management
- ⑤ Outside directors should not engage in transactions or partnerships with non-profit organizations(NGOs) that receive significant donations from the company
- ⑥ Outside directors must not have been a partner or employee of the company's outside auditor within the last 3 years
- ⑦ Outside directors must have no personal services contract(s) with the company or a member of the company's senior management
- ⑧ Outside directors must meet the independence criteria and other requirements established by the board of directors and must not have any other conflicts of interest with the company

Expertise of the Board of Directors

- The Outside Director Nominee Recommendation Committee reviews candidates' expertise, experience, and social reputation from multiple perspectives in accordance with the Articles of Incorporation and the Corporate Governance Charter, and recommends final outside director candidates to the Board of Directors and the General Meeting of Shareholders
- Outside Directors have expertise not only in general management, economics, finance, law, and policy but also in Hyundai Glovis's core industries such as logistics, shipping, and mobility
- A dedicated Board support department is established to assist directors in effectively performing the Board's management decision-making and supervisory functions

Board Skill Matrix(BSM)

(As of March 31, 2025)

Category	Name	Accounting/ Finance/ Industry / Leadership Management Technology Law/ Policy Global Competency ESG					
Inside Director	Kyoo Bok Lee	●	●	●	●	●	●
Inside Director	Byung Kag Yoo	●	●	●	●	●	●
Other Non-Standing Director	Jan Eyvin Wang	●	●	●		●	●
Other Non-Standing Director	Tanaka Jonathan Maswoswe	●	●	●		●	
Outside Director	Yoon Jin Yoon	●		●	●	●	●
Outside Director	Ho Geun Lee	●	●			●	●
Outside Director	Myeong Hyeon Cho	●	●		●	●	●
Outside Director	Sung Hee Han	●	●		●	●	
Outside Director	Hyun Man Choi	●	●		●	●	●

Board of Directors

Board Independence, Expertise, and Diversity

Board Education

- To enhance the expertise and capabilities of Outside Directors, regular training is conducted on various topics including business status, business strategy and technology, environmental and regulatory understanding, green energy, and emerging industrial technologies
- Board regulations explicitly state that directors may request necessary support or advice from employees or external experts, as well as the collection of materials and related expenses when needed

Major Training for Outside Directors in 2024

Date	Outside Directors in Attendance	Main Training Topics
Jan 22. 2024	All 5 Outside Directors	Dividend procedure improvements and dividend standards related to Articles of Incorporation amendments
Feb 14. 2024	All 5 Outside Directors	Understanding of ship financing
		EV battery recovery/reuse business promotion strategy
		ESG management status and promotion direction
Apr 22. 2024	All 5 Outside Directors	Robotics and smart logistics industry
		Understanding of eco-friendly shipbuilding trends
May 30. 2024	All 5 Outside Directors	Mid- to long-term strategy and shareholder return policy direction
Jul 1. 2024	3 Outside Directors	Training on generative AI for management innovation
Aug 5. 2024	All 5 Outside Directors	Introduction and market overview of energy transition in the shipping industry
Aug 6. 2024	All 5 Outside Directors	Introduction and market overview of autonomous shipping in the shipping industry
		Explanation and market analysis of autonomous operation of ships
Aug 7. 2024	All 5 Outside Directors	Introduction and market analysis of global ammonia utilization
		Carbon capture and storage technology and its market
Oct 31. 2024	All 5 Outside Directors	Compliance management systems and anti-bribery management systems
		Public disclosure enforcement to enhance corporate value
Nov 28. 2024	4 Outside Directors	Key ESG initiatives
		Key information security initiatives

Board Diversity

- Through the Articles of Incorporation and diversity criteria aligned with international standards, the director nomination process considers various factors including industry expertise, gender, ethnicity, nationality, and cultural background of Board members
- No discrimination is made based on nationality, origin, race, or gender when appointing Outside Directors

Board Diversity Guidelines

Hyundai Glovis strives to ensure diversity in the composition of the Board of Directors to enable fair decision-making based on diverse perspectives and experiences, taking into account the interests of various stakeholders.

- ① Gender: Ensuring diversity of perspectives by avoiding a board composed solely of directors of the same gender
- ② Age: Enhancing board effectiveness by balancing flexibility to changing business environments with experience and seniority
- ③ Race and Ethnicity: Building a global best-practice governance structure through diverse nationalities and cultural backgrounds
- ④ Experience and Background: Promoting diversity in experience and background considering Hyundai Glovis's industry characteristics
- ⑤ Other Inclusive Perspectives: Reflecting diversity from an inclusive standpoint

Appointment and Tenure of Directors

- All directors are appointed individually by shareholder vote at the General Meeting of Shareholders in accordance with Article 21, Chapter 5 of the Articles of Incorporation, with detailed information on director candidates disclosed and notice of the meeting provided at least four weeks prior to the meeting
 - Inside Directors are appointed from candidates recommended by the Board of Directors, while Outside Directors are appointed from candidates recommended by the Outside Director Nomination Committee pursuant to Article 542-8 of the Commercial Act
- The term of office for directors is three years, with the possibility of reappointment, and if the term expires prior to the regular shareholders' meeting of the final accounting period, it is extended until the conclusion of that meeting
- As of March 2025, the average tenure of the Board of Directors is approximately 3.88 years

Board of Directors

Operation of the Board

Board Meeting Convening and Operation

- Board meetings are convened by any director and can be held at any time without formal convening procedures if all directors provide written consent
- Written notice of the meeting, in both Korean and English, is sent to each director at least seven days prior to the meeting date
- Board resolutions require the presence of a majority of directors and the approval of a majority of those present, and if the Chair of the Board cannot attend due to unavoidable circumstances, a temporary chairman is designated
- Minutes, including agenda and decisions, are prepared in both Korean and English and signed or sealed by the chairman and attending directors
- According to Article 32 of the Articles of Incorporation, persons with special interests in the resolution are prohibited from exercising voting rights
- In 2024, the Board of Directors convened nine times and resolved a total of 26 agenda items

Board Attendance Rate

Category	Attendance Rate
Average attendance rate of the Board of Directors	87.7%
Attendance rate of Inside Directors	100%
Attendance rate of Other Non-Standing Directors	61.1%
Attendance rate of Outside Directors	93.3%

Operation Status

Classification	Date	Agendas	Approval Status	Approval rate	Attendance rate
1st Meeting	Jan 25. 2024	Approval for the 23rd Financial Statement & Business Report	Approved	100%	89%
		Decision on Cash Dividends and Approval for Statement of Appropriation of Retained Earning	Approved	100%	
		Decision on Record Date	Approved	100%	
		Approval for 2024 Business Plan	Approved	100%	
		Approval for Safety and Health Management Plan of 2024	Approved	100%	
2nd Meeting	Feb 16. 2024	Partial Amendment to the Articles of Incorporation	Approved	100%	89%
		Convening of the 23rd Annual General Meeting & Approval of AGM Agendas	Approved	100%	
		Approval for Transaction Ceiling with Stakeholder & Person with a Special Relationship	Approved	100%	
		Approval for Large-scale Intra-group Transaction	Approved	100%	
		Vessel Refinancing	Approved	100%	
3rd Meeting	Mar 20. 2024	Appointment of Board of Directors Chairman	Approved	100%	78%
		Appointment of Outside Director Recommendation Committee Member	Approved	100%	
		Appointment of Corporate Governance and Communications Committee Member	Approved	100%	
4th Meeting	Apr 25. 2024	Approval for Investment in Equity	Approved	100%	89%
		Business Results for 1st Quarter of 2024	Approved	100%	
		Approval for Large-scale Intra-group Transaction	Approved	100%	
		Appointment of Compliance Officer	Approved	100%	
1st Extraordinary Meeting	May 30. 2024	Preliminary Report regarding 2024 CEO Investor Day	Report	-	89%

Classification	Date	Agendas	Approval Status	Approval rate	Attendance rate
2nd Extraordinary Meeting	Jun 28. 2024	Approval for Mid-to-Long Term Strategy	Approved	100%	100%
		Approval for Dividend Policy (FY2025~2027)	Approved	100%	
		Approval for Capitalization of Reserves (Bonus Issue of Shares)	Approved	100%	
5th Meeting	Jul 25. 2024	Business Results for 2nd Quarter of 2024	Approved	100%	67%
		Approval for Large-scale Intra-group Transaction	Approved	100%	
		Appointment of Compliance Officer	Approved	100%	
6th Meeting	Oct 31. 2024	Business Results for 3rd Quarter of 2024	Approved	100%	100%
		Approval for Large-scale Intra-group Transaction	Approved	100%	
		For the acquisition of Compliance Management System (ISO 37301), Establishment of the policy for compliance and anti-corruption	Approved	100%	
7th Meeting	Nov 28. 2024	Report on Appointment of External Auditor	Report	-	89%
		Report on Progress of ESG Management	Report	-	
		Report on Audit Activities and Planning by Internal Audit Department	Report	-	
		Decrease in Transfer of Contracted Freight Vehicles	Report	-	
		Increase in Acquisition of Contracted Freight Vehicles	Report	-	
		Report on Status of Information Security	Report	-	

Board of Directors

Operation of the Board

Board Accountability

- All directors must faithfully perform their duties in accordance with the Company's Articles of Incorporation and relevant laws, and shall not exploit their position for personal benefit
- All members of the Board are covered by Directors and Officers (D&O) Liability Insurance, which provides compensation¹⁾ for litigation expenses, other financial losses, damages, and liabilities incurred²⁾ in the course of performing their duties
- Outside directors are prohibited from concurrently holding director, executive officer, or auditor positions in more than two companies other than Hyundai Glovis, and all outside directors are in full compliance with this requirement

Outside Directors' Concurrent Positions

(As of March 31, 2025)

Name	Appointment Date	Term Expiration Date	Concurrent Positions
Yoon Jin Yoon	Mar 24, 2021	Mar 24, 2027	GS Retail Outside Director
Ho Geun Lee	Mar 24, 2021	Mar 24, 2027	-
Myeong Hyeon Cho	Mar 24, 2021	Mar 24, 2027	-
Sung Hee Han	Mar 29, 2023	Mar 29, 2026	Daishin Securities Outside Director
Hyun Man Choi	Mar 20, 2024	Mar 20, 2027	Hanmi Science Outside Director

¹⁾ Exemption is permitted for amounts exceeding six times the remuneration paid in the most recent year prior to the act (three times for Outside Directors)

²⁾ Excludes cases arising from intentional misconduct, obtaining personal profit, negligence, or illegal acts, or cases where legal compensation by the organization is not permitted

Board Evaluation

- To strengthen the role of governance and identify areas needing improvement in the Board's operations, a self-assessment of Board is conducted annually at the end of each year
 - The evaluation includes 24 items related to the Board's roles and responsibilities, the composition of its members, and the way it operates, and is conducted through a survey
 - The performance of Outside Directors and Other Non-Standing Directors is assessed by considering their level of participation, contribution, and independence
 - The results of the evaluation are reported to the Board and reflected in the plans for improving Board operations
- In 2024, based on the evaluation results from the previous year, Hyundai Glovis held pre-briefings for both internal and external stakeholders and expanded opportunities for attending seminars to enhance the provision of sufficient information for decision-making and the timely distribution of materials

Results of the 2024 Board Activity Self-Assessment¹⁾

Category	Unit	2023	2024
Board Roles and Responsibilities	Point	4.6	4.7
Board Composition and Independence	Point	4.6	4.6
Board Operations, Agenda, and Accessibility of Information	Point	4.3	4.5

¹⁾ Score out of 5

Board and Executive Compensation

- Compensation for Inside and Outside Directors is paid within the total director compensation limit approved at the General Meeting of Shareholders
 - Compensation for Inside Directors consists of annual salary, performance-based bonuses, and retirement benefits. Performance bonuses are paid based on comprehensive consideration of financial performance such as sales, operating profit, ROI, ROE, contribution, and internal and external business environment
 - Outside Directors receive only fixed duty allowances, considering internal standards and compensation levels at peer companies to ensure independence and transparency

Board Compensation Payments

(As of December 31, 2024)

Category	Number of People	Unit	Total Remuneration	Average Remuneration per Person	Remarks
Registered Directors (excluding Outside Directors and Audit Committee members)	2	KRW Million	1,707	853	Excludes remuneration of Other Non-Standing Directors
Outside Directors (excluding Audit Committee members)	1	KRW Million	84	84	-
Audit Committee Members	4	KRW Million	358	89	-

Compensation Details of the CEO (Highest Paid Executive)¹⁾

(As of December 31, 2024)

Category	Unit	Amount
Compensation of CEO and Employees	CEO's total annual compensation	KRW Million 1,100
	Average annual total compensation of all executives and employees ²⁾	KRW Million 107
CEO's total annual compensation compared to average compensation of the entire executives and employees		Time 10.3

¹⁾ The highest paid executive is Kyoo Bok Lee, CEO

²⁾ Written based on Hyundai Glovis HR's own management standards (based on earned income for the relevant year) (excluding the CEO)

Board of Directors

Board Committees

Status of Board Committees

- To reflect the expertise of the Board members and enhance the efficiency of Board operations, three committees have been established and are operating under the Board of Directors: the Outside Director Nominee Recommendation Committee, the Corporate Governance & Communications Committee, and the Audit Committee
- All Board committees are composed of a majority of Outside Directors and chaired by an Outside Director; the Corporate Governance & Communications Committee and the Audit Committee, which require especially strong operational independence, are composed entirely of Outside Directors

Overview and Composition of Board Committees

(As of March 31, 2025)

Category		Outside Director Nominee Recommendation Committee	Corporate Governance & Communications Committee	Audit Committee
Inside Director	Kyoo Bok Lee			
	Byung Kag Yoo	●		
Outside Director	Yoon Jin Yoon		●	●
	Ho Geun Lee	●	●	●
	Myeong Hyeon Cho	●	● (Chairman)	
	Sung Hee Han		●	● (Chairman)
	Hyun Man Choi	● (Chairman)	●	●

Outside Director Nominee Recommendation Committee

- Established pursuant to the Articles of Incorporation, Board regulations, and applicable laws to recommend candidates for Outside Directors to be appointed by the General Meeting of Shareholders
- Transparently manages the processes of nomination, appointment, and evaluation of Outside Directors, overseeing matters related to the committee's composition and operation for candidate recommendation

Corporate Governance & Communications Committee

- Established as a committee composed solely of Outside Directors to strengthen shareholder rights protection, transparency in internal transactions, and risk management functions
- Introduced a system to appoint one Outside Director responsible for shareholder rights protection, directly recommended by shareholders

Audit Committee

- Oversees the Board of Directors' execution of duties by management, deliberates and resolves matters such as audit planning, execution, result evaluation, follow-up actions, and improvement measures to ensure rational judgment by directors and management
- Request reports related to business operations, investigate the company's financial status, and require attendance of relevant employees and external auditors at meetings as necessary to facilitate audit operations
- Authorized to seek expert advice at the company's expense and provide education on accounting, auditing law amendments, and key issues to all Audit Committee members
- Composed entirely of Outside Directors, with at least one Outside Director qualified as an accounting or financial expert as required by the Commercial Act

Enhancing Shareholder Value

Major Shareholders

Status of Share Issuance

- As of December 31, 2024, the total number of issued shares was 75,000,000 common shares
- On June 28, 2024, the company resolved to implement a 1:1 bonus issue with a record date of July 15, 2024. As a result, an additional 37,500,000 shares (par value: KRW 500) were listed on the Korea Exchange on August 2, 2024
- As of December 31, 2024, the founding family held a 29.34% stake, while minority shareholders held 39.66

Shareholding Structure¹⁾

Shareholder	Type	Number of Shares Owned(Shares)	Ownership (%)
Euisun Chung	Common Stock	14,999,982	20.00
Hyundai Motor Company	Common Stock	3,661,878	4.88
Hyundai Motor Chung Mong-Koo Foundation	Common Stock	3,342,036	4.46
Den Norske Amerikalinje AS	Common Stock	8,250,000	11.00
PROJECT GUARDIAN HOLDINGS LIMITED	Common Stock	7,500,000	10.00
National Pension Service ²⁾	Common Stock	7,494,487	9.99
Kyoo Bok Lee (CEO)	Common Stock	8,000	0.01
Myeong Hyeon Cho (Outside Director)	Common Stock	950	0.00 ³⁾
Hyun Man Choi (Outside Director)	Common Stock	800	0.00 ⁴⁾
Others	Common Stock	29,741,867	39.66
Total		75,000,000	100.00

CEO Shareholding Status⁵⁾

Shareholder	Position	Number of Shares Held (shares)	Value of Shareholdings ⁶⁾ (KRW)	CEO Base Salary ⁷⁾ (KRW)	Multiple of Base Salary
Kyoo Bok Lee	CEO	8,000	944,800,000	620,000,000	1.524

¹⁾ As of December 31, 2024

²⁾ No golden shares are held by any government institution

³⁾ Shareholding ratio of Myung-Hyun Cho (Outside Director): approximately 0.0013%

⁴⁾ Shareholding ratio of Hyun-Man Choi (Outside Director): approximately 0.0011%

⁵⁾ As of 2024, the average multiple of base salary for the two executives (excluding the CEO, including non-registered executives) with the largest shareholdings is 0.6845

⁶⁾ Value of shareholdings = (Number of shares held) × (Closing share price as of December 30, 2024: KRW 118,100)

⁷⁾ Based on 2024 base salary

Enhancing Shareholder Rights

Convening and Notice of the General Meeting of Shareholders

- Disclose notices of convocation and resolutions for the General Meeting of Shareholders in both Korean and English four weeks prior to each meeting
 - Provide convocation notice four weeks in advance, earlier than the statutory two-week requirement, to ensure shareholders have ample time to review agenda items and exercise their rights
- Send notice of convocation by mail to all shareholders, thereby strengthening the rights of minority shareholders
 - Document and manage detailed schedules related to the General Meeting of Shareholders through the responsible department

Enhancing Shareholder Communication

- Enhancing accessibility and engagement for general shareholders through live streaming of CEO Investor Day and business briefings
- Implementing Value-up disclosure by voluntarily establishing and communicating corporate value enhancement plans to investors for greater corporate value and shareholder interests
- Hosting the first CEO Investor Day in 2024 to share mid- to long-term strategies and financial targets for 2030
 - C-level executives directly participating in shareholder communication to build trust
- Holding regular domestic and overseas corporate briefings for annual, Q1, half-year, and Q3 earnings announcements in January, April, July, and October
- Conducting ongoing IR meetings and participating in conferences with institutional and foreign investors
- Disclosing management information, financial data, stock information, IR materials, and audit reports through the English website to enhance transparency and protect voting rights of foreign shareholders



Enhancing Shareholder Value

Enhancing Shareholder Rights

Resolutions of the General Meeting of Shareholders

- In accordance with the company's Articles of Incorporation and the Korean Commercial Act, each share is entitled to one equal voting right
- Resolutions at the General Meeting of Shareholders are adopted by a majority of voting rights of shareholders present and at least one-fourth of the total issued shares, with the exception of cases otherwise provided in relevant laws or the Articles of Incorporation
- Amendments to the Articles of Incorporation are subject to resolutions at the General Meeting of Shareholders, pursuant to Article 433 of the Korean Commercial Act

Voting Rights Exercise System

- A variety of methods for exercising voting rights are provided, including written proxy, written ballot, and electronic proxy
- Electronic voting system introduced at the 18th Annual General Meeting in 2019 to enhance the convenience of exercising voting rights

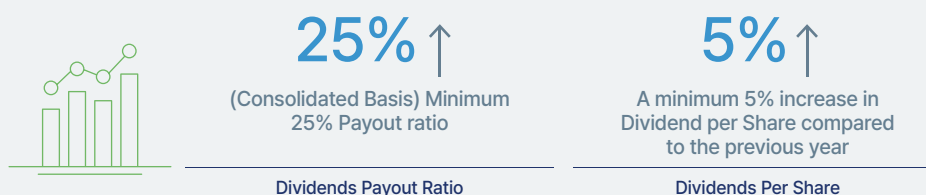
24th Annual General Meeting of Shareholders (March 2025)

Agenda Item			Resolution Result
Agenda Item 1	Approval of Financial Statements	Approval of the 24th Fiscal Year Financial Statements	Approved as Proposed
Agenda Item 2	Appointment of Directors	Appointment of Other Non-executive Directors (Jan Eyvin Wang)	Approved as Proposed
Agenda Item 3	Approval of Director Remuneration Limit	Approval of Director Remuneration Limit	Approved as Proposed

Dividend Policy

- Establishing a shareholder dividend policy every three years, with disclosures made on the company website and through the Data Analysis, Retrieval and Transfer System (DART) upon adoption of a new policy
- Amending the Articles of Incorporation at the 22nd Annual General Meeting of Shareholders to allow the Board of Directors to designate the record date for year-end dividends, enabling dividends to be paid to shareholders registered on the record date
- In January 2023, formulating and disclosing a new dividend policy for the 22nd to 24th fiscal years to enhance shareholder returns, with Dividend per Share increased by 5% to 50% year-on-year
- In June 2024, additionally establishing and announcing a dividend policy for the 25th to 27th fiscal years, reflecting market feedback to align dividend policy with business performance

Dividend Policy for FY2025–FY2027



Dividend Status for the Past Five Years

Year	Type of Stock ¹⁾	Dividened per Share ²⁾ (KRW)	Dividend Yield ³⁾ (%)	Cash Dividend	
				Dividend Payout Ratio ⁴⁾ (%)	
				Consolidated Basis	Separate Basis
2024	Common Stock	3,700 ⁵⁾	2.9	25.4	24.7
2023	Common Stock	6,300	3.4	22.3	27.8
2022	Common Stock	5,700	3.3	18.0	17.7
2021	Common Stock	3,800	2.2	18.2	22.6
2020	Common Stock	3,500	1.9	21.7	25.2

¹⁾ Only the dividend details for common shares are disclosed, as there are no preferred shares as of the report submission date

²⁾ Total annual dividend paid per share

³⁾ Dividend per share as a percentage of the arithmetic average of the closing prices in the stock market during the past week, starting from two trading days before the record date

⁴⁾ (Dividend payout ratio) = (Total dividends paid) / (Consolidated or separate net income)

⁵⁾ Dividend per share for the 24th fiscal year is based on the 1:1 bonus issue implemented in June 2024

Ethics and Compliance Management

Ethics and Compliance Management System

Ethics and Compliance Management Governance

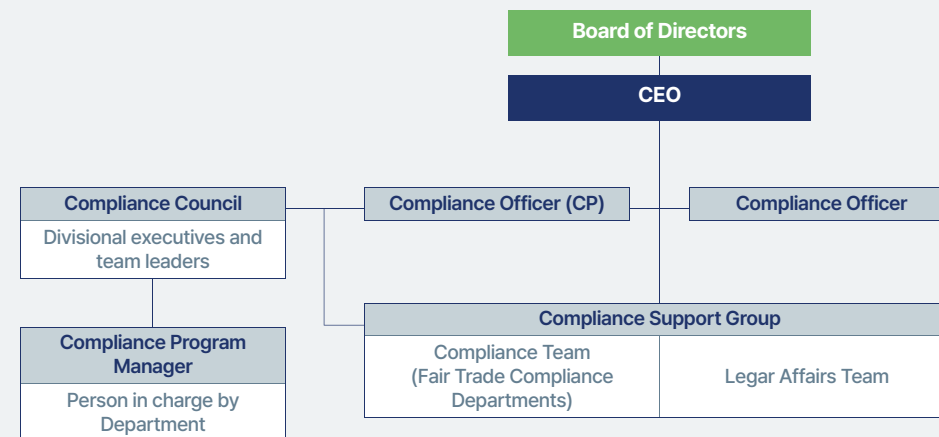
Ethics and Compliance Management Organization

- Established an organizational structure composed of the Board of Directors, Compliance Officer, and supporting departments to implement ethics and compliance management
 - Board of Directors : Overseeing the appointment of the Compliance Officer, receiving regular reports on compliance activities and their implementation, and supervising the effectiveness of such activities
 - Compliance Officer : Monitoring compliance with applicable laws and internal regulations, assessing the appropriateness of business operations, and reporting the results to the Board of Directors
 - Supporting Departments : Implementing ISO37001 and ISO37301 certification processes, conducting regular risk assessments and preventive activities, promoting a culture of compliance, and assisting the Compliance Officer in reporting to the Board

Fair Trade Compliance Program Organization

- Operating the Fair Trade Compliance Program (CP) under the supervision of the CEO to establish a culture of fair and transparent transactions
 - Appointing a Fair Trade Compliance Officer through a resolution of the Board of Directors to oversee and manage company-wide fair trade practices
 - Managing the CP independently under the direction and supervision of the CP lead department, and reporting CP performance and plans to the CEO and the Board of Directors by the Compliance Officer (CP)
 - Constituting the Compliance Council, composed of the Compliance Officer (CP), executive members, and team leaders from each division, to deliberate and consult on key matters related to fair trade compliance
 - Supporting the execution of the Compliance Officer's duties and undertaking practical responsibilities for company-wide CP implementation—such as compliance training, CP manual distribution, compliance status monitoring, and identifying and mitigating potential risks—by the Compliance Team as the CP lead department
- Receiving an "AA" rating in the 2024 CP evaluation hosted by the Korea Fair Trade Mediation Agency and organized by the Fair Trade Commission

Ethics, Compliance and Fair Trade Governance Organizational Chart



Key Board Resolutions on Ethics and Compliance Management in 2024

Date	Agendas
Apr 25. 2024	Appointment of Compliance Officer (CP)
Jul 25. 2024	Appointment of Compliance Officer
Oct 31. 2024	For the acquisition of Compliance Management System (ISO37301), Establishment of the policy for compliance and anti-corruption

Ethics and Compliance Management

Ethics and Compliance Management System

Ethics Charter and Code of Ethics

- Establishing the Ethics Charter to strengthen corporate ethics and build trust with stakeholders
 - Applied to all members of Hyundai Glovis, including domestic and overseas subsidiaries, affiliates, and joint ventures, etc.
- Providing the Code of Ethics and Guidelines for ethical conduct to help all employees internalize the principles of the Ethics Charter
 - Reporting the implementation and outcomes of ethical management, including anti-corruption and anti-bribery practices, annually to the Corporate Governance & Communications Committee
 - Codifying ethical principles for employees, including prohibitions on requesting, receiving, or offering monetary benefits, restrictions on improper solicitations and abuse of authority, and prevention of conflicts of interest

Fair Trade Voluntary Compliance Code of Conduct

- Established the Fair Trade Voluntary Compliance Code of Conduct to preemptively prevent risks related to violations of fair trade laws and regulations
- Developed the Fair Trade Voluntary Compliance Program Regulation to define the basic standards and procedures for operating the Compliance Program (CP)
- Issued the Fair Trade Voluntary Compliance Program Manual, a comprehensive guide for employees on fair trade matters that may arise during business activities
 - Uploading the manual to the company groupware and Hyundai Glovis CP website to enhance employee accessibility
 - Providing guidance on key fair trade and related legal requirements by department, points of caution during work processes, incident handling procedures, and behavioral guidelines

Hyundai Glovis Ethics Charter		
	Ethics for Executives and Employees We shall perform our duties based on clear and transparent standards and do our utmost to fulfill our responsibilities with integrity.	Fair Competition and Trade We shall compete fairly in the market and conduct business ethically with parties that engage in contractual relationships with us.
	Realization of Customer Value We shall provide safe products, exceptional services, and accurate information, and we rigorously protect personal information to increase customer value.	Commitment to Sustainability We shall contribute to sustainable development by fulfilling our social & environmental responsibilities as a member of society, so that diverse stakeholders may prosper together in harmony.
	Respect for Executives and Employee We shall respect our members as independent individuals, and to this end, we provide fair working conditions and safe working environments.	

Hyundai Glovis Fair Trade Voluntary Compliance Code of Conduct			
RULE 1	RULE 2	RULE 3	RULE 4
1	2	3	4
Building Global Competitiveness We recognize that voluntary compliance with fair trade is the starting point for building global competitiveness. We make this the top priority in corporate management.	Transparent and Fair Work All tasks to establish fair trade order are handled in accordance with transparent and fair standards.	Strengthening Prior Autonomous Review We will do our best to prevent violations of the law by strengthening our prior voluntary review of violations of competition laws.	Fair Trade Voluntary Compliance Program Actively participate in program operations such as CP training, inspection of CP implementation status, and familiarization with the CP handbook according to the fair trade compliance program to create an environment for autonomous compliance.

Ethics and Compliance Management

Embedding Ethics and Compliance Management

Certification of Anti-Bribery Management System (ISO37001) and Compliance Management System (ISO37031)

- Acquiring and introducing the Anti-Bribery Management System (ISO37001) in April 2018, and establishing an anti-bribery risk management system through continuous certification renewals
- Newly acquiring and implementing the Compliance Management System (ISO37301) in December 2024, and establishing an integrated certification system for ISO37301/37001
- Undergoing annual external audits to ensure third-party verification of the adequacy and effectiveness of the management systems

Risk Assessment

- Conducting annual risk assessments at headquarters to identify potential organizational risks and to establish appropriate control measures and system designs
 - In accordance with ISO37001, anti-bribery risks have been assessed; beginning in the second half of 2024, the scope of assessment was expanded to include legal compliance risks based on the integrated certification of ISO37301/37001
 - Anti-bribery and legal compliance risks are prioritized by classifying them into three levels—High, Middle, and Low—based on likelihood and impact
 - In 2024, a total of 73 risks were identified as Middle or higher, and prevention plans were established and 100% of mitigation actions were completed for all identified risks
- Establishing and implementing risk prevention plans based on assessment results, and reporting the outcomes to the Board of Directors

Risk Assessment Report to the Board in 2024

Date	Board/Committee	Agendas
Feb 16. 2024	Board of Directors	Status of Compliance Program (CP) Operation (Including Risk Assessment, Inspection and Improvement Updates)
Jul 25. 2024	Board of Directors	Status of Compliance Program (CP) Operation (Including Risk Assessment, Inspection and Improvement Updates)
Nov 25. 2024	Corporate Governance & Communications Committee	Report on Ethical Management and Social Contribution Activities

Anti-Bribery Management System (ISO37001) and Compliance Management System (ISO37031) Certificate



Category	Details	
Certification standard	ISO37001:2016	ISO37301:2021
Certification authority	Ethics & Compliance Center (ENCC)	Ethics & Compliance Center (ENCC)
Scope of certification	Provision of comprehensive logistics services including inland and marine transportation, Operation of used car auction business, Supply, distribution and sale of automobile parts	Provision of comprehensive logistics services including inland and marine transportation, Operation of used car auction business, Supply, distribution and sale of automobile parts
Expiration period	April 24. 2024 to April 23. 2027	December 10. 2024 to December 9. 2027

Ethics and Compliance Management

Embedding Ethics and Compliance Management

Ethics and Compliance Education

- Providing regular ethics education for employees, including new hires and overseas assignees, to enhance ethical awareness, and expanding to on-site training for regional business sites starting in 2024
- Conducting structured compliance training on various topics such as fair trade, subcontracting, and collusion prevention to strengthen employees' compliance awareness
- Continuously improving training effectiveness by conducting post-training satisfaction surveys and comprehension assessments
- Providing Fair Trade Act compliance training to all executives and employees and offering differentiated fair trade education according to job level and function
 - Executives and senior management : 31 participants completed training on cases of unfair support practices
 - Team leaders : 91 participants completed training on key fair trade cases and implications
 - Subcontracting-related departments : 130 participants completed training on subcontracting payment regulations, and 30 participants on payment adjustment cases based on audit results
- Appointing internal auditors for anti-corruption and providing auditor training annually

Status of Ethics and Compliance Training

Category	Unit	2022	2023	2024
Ethics education	Number of participants ¹⁾	Person	267	240
	Completion time	Hour	133.5	120
	Completion rate	%	100	100
Compliance training	Number of participants ²⁾	Person	720	846
	Completion time	Hour	586.5	726
	Completion rate	%	100	100
Education related to ethical management, fair trade, and contract law	New employee	Time	2	3
	Experienced employee	Time	2	3
ISO37001 anti-corruption training	Time	1	1	1
ISO37001 internal auditor training	Time	1	1	1

¹⁾ Number of employees (new employees/experienced employees) who completed ethics management training. From 2024, includes number of local business site managers who completed ethics training

²⁾ Number of employees (new employees/experienced employees) and related department employee who completed fair trade compliance training

Ethics and Compliance Activities

- Designating the last Monday of each month as "Compliance Day" to distribute company-wide newsletters and post campaign banners and pop-up messages to promote key compliance-related information
 - Hosting the "Compliance Quiz Challenge" by issuing ten compliance-related quiz questions each month (a total of 100 annually) and awarding participants and high scorers to enhance awareness and knowledge of compliance
- Distributing Monthly Compliance (once a month), which summarizes major compliance issues, and Ethical Management Highlights (four times a year), a card news series on ethical management and anti-corruption, to strengthen employees' awareness of ethics and legal compliance



Ethics and Compliance Management

Embedding Ethics and Compliance Management

Ethics and Compliance Reporting Channels

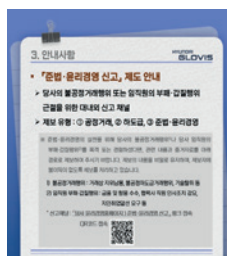
- Operating various ethics and compliance reporting channels, including the company website (Ethics & Compliance Reporting, Cyber Audit Office), HR Talk Talk, and Clean Notice
 - In accordance with Hyundai Glovis' Code of Conduct and Anti-Corruption Policy, all stakeholders subject to the policy may report any violations or concerns through the designated channels
 - Employees who violate compliance obligations, or fail to take reasonable action despite awareness of violations, are subject to disciplinary measures in accordance with company regulations, under a zero-tolerance policy
 - Anonymous reporting is available, and whistleblowers and informants are protected through the company's whistleblower protection program
 - In cases of violations against the whistleblower protection program—such as identity disclosure or retaliation—disciplinary actions are taken against the offender under the zero-tolerance policy, with additional penalties imposed if secondary harm is caused
- During the monthly 'Compliance Day' campaign, the company regularly promotes awareness of compliance and ethics reporting channels to encourage their use

Informant Protection Program

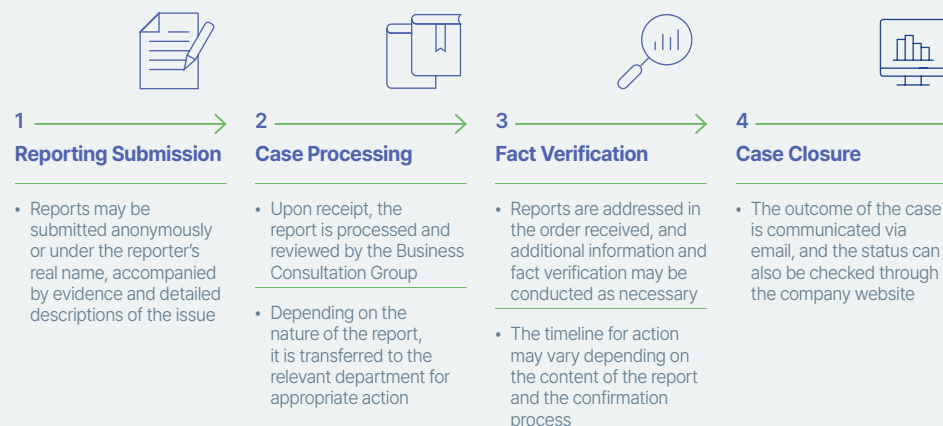
Confidentiality	Guarantee of status	Immunity
It is prohibited to disclose the identity of the informant or imply it without his/her consent	Any disadvantage or discrimination against the informant in business relations or departments will be reported	The informant may be immune from disciplinary action or less punished when any negligence or error of the informant is found in relation to his/her report

Ethics and Compliance Reporting Channels

Reporting Channel	Reporting Method
Cyber Audit Office	Department : Business Consultation Group
	Mail submission : Wangsimril-ro, Seongdong-gu, Seoul, Republic of Korea
	Phone : 02-6191-9400
	Website : https://www.glovis.net/kr/home/cyberaudit/report
Clean Talk	Website : https://www.glovis.net/kr/home/sustainable/ehical-management/report



Ethics and Compliance Reporting Procedure



Number of reported cases and actions taken related to violations of the code of ethics

Category	Unit	2022	2023	2024
Number of Code of Ethics breaches and reports received	Corruption and bribery	Case 2	2	2
	Discrimination and harassment	Case 2	3	2
	Conflicts of interest	Case 0	0	0
	Money laundering and insider trading	Case 0	0	0
	Others	Case 7	56	47
	Total	Case 11	61	51
Action status ¹⁾	Light disciplinary actions	Case 6	53	25
	Severe disciplinary actions	Case 3	2	3
	Disciplinary dismissal and resignation	Case 2	6	4
	Total	Case 11	61	32

¹⁾ In 2024, among the reported cases related to the Code of Ethics, 32 cases were confirmed as actual breaches, all of which (100%) were addressed through disciplinary or corrective actions

Risk Management

Risk Management System

Risk Management Governance

- Operating a risk management system to preemptively manage risk factors that may arise when discovering and investing in new businesses

Role of the Board of Directors

- Operating the Corporate Governance & Communications Committee, a Board-level committee established to protect shareholder rights and enhance transparency and risk management in corporate governance, and composed entirely of outside directors
 - Strengthening the committee's risk oversight function by mandating reports on mid- to long-term strategies and other management matters with significant impact on shareholder value
 - Operating the risk management system by treating material matters related to business operations as subjects of Board resolutions
- Assigning the Audit Committee with responsibilities over financial soundness, internal controls, and compliance risk management

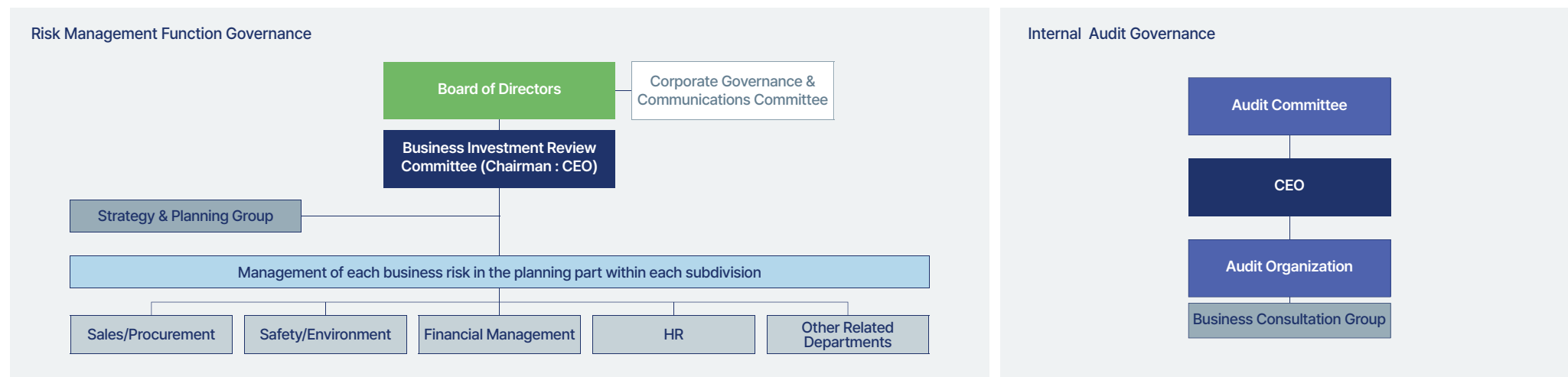
Role of Executives

- Managing financial and non-financial risks comprehensively through the Business Investment Review Committee (Chairman : CEO), including risks identified by the planning functions within each business division (e.g., business trends, marketability, sustainability of future growth)
 - Potential risks arising during business operations, as well as risks associated with the development and approval of new products and services, are identified and discussed by incorporating risk criteria into the process
- Incorporating risk management system development and implementation into KPIs for heads of business subdivisions and leaders of groups

Role of Working-Level Department

- Identifying and reviewing risks related to safety and health, ESG, investment projects, anti-corruption, fair trade, and legal issues within the planning functions of each business division

Risk Management Governance Organizational Chart



Risk Management

Risk Management Process

Risk Assessment Process and Mitigation Measures

- Established and operate a risk management process to proactively respond to rapidly changing internal and external environments
 - Review both financial and non-financial risks comprehensively each year through an annual risk management process
- Define six key risk categories, including industry environment, safety/environment, financial, legal, security, and operational, and analyze sensitivity based on potential risk levels to identify and manage key risks annually
 - Assess the risk level of key risks through sensitivity analysis, set risk priorities based on the results, and establish and implement mitigation measures for high-priority risks
- By establishing preventive and emergency response systems, manage both potential and actual risks that may arise during business operations, and report risk management results to the Board of Directors for company-wide oversight

Category	Key Risk	Risk Description	Mitigation Measures
 Industrial environmental risks	Government policy changes	Risk of changes in response strategies due to strengthened recycling regulations in Europe and the United States and increased nationalization of battery material minerals	Monitoring government policy changes
	Safety issue occurs	Strengthened legal liability due to enforcement of the Serious Accidents Punishment Act	Monitoring and responding to safety impact factors
 Safety / environmental risk	Marine accident occurs	Increased exposure to marine accidents due to severe climate change	Monitoring and responding to ship safety influence elements
	Strengthening regulations related to climate change	Growing demands from the International Maritime Organization (IMO), customers, and investors for greenhouse gas reduction and decarbonization in the global shipping industry	Monitoring greenhouse gas emissions and continuously discovering reduction measures Establishing a data management system to support carbon neutrality implementation
 Financial risk	Exchange rate / Oil price fluctuations and internal control	Financial risk arising from financial volatility and raw material price fluctuations	Periodic monitoring and response to exchange rate / oil price trends, operation of internal accounting management system
 Legal risk	Issues related to violation of laws arise	Increased legal exposure due to mandatory ESG disclosure and tighter global regulations, including supply chain CSDDD	Monitoring and responding to legal trends and litigation risks
 Security risk	Leakage of customer and company information	Information security risk, including data breaches	Strengthening the information security response system and training employee
 Operational risk	Customer supply disruption	Customer service quality risk due to excess or shortage of vessel capacity and operational delays	Monitoring KD quality and ship's space status
	System failure	Business continuity risk	Strengthening and monitoring IT failure response training

Risk Management

Risk Management Internalization

Emerging Risks

Category	Risk Description	Impact	Mitigating actions
Geopolitical Risk (Due to Logistics Instability Caused by International Conflicts)	The conflicts and wars between nations and civil wars occurring worldwide are significantly impacting global trade and logistics transportation routes. The closure of airspace, seas, and territories due to the Russia-Ukraine war has led to the collapse of supply chains in the Black Sea and Baltic Sea regions, prompting consideration of alternative transport routes through the Trans-Caspian region. Additionally, conflicts in the Middle East, coupled with intervention and sanctions from countries like the United States and Europe, are expected to affect trade dynamics and logistics transportation worldwide	Our company provides comprehensive logistics and distribution services via both land and sea. In the event of international disputes leading to the closure of ports and cities along our routes, Hyundai Glovis would need to find alternative paths to ensure the safety of our employees and transportation. Changes in transportation routes could result in increased time and costs, which may have a financially negative impact on our operations and performance.	Due to the presence of countries like Russia, China, and North Korea in Northeast Asia where the Republic of Korea is located, which have a higher likelihood of international disputes, our company is preparing scenarios to anticipate such events including wars. We categorize risk factors into stages and develop response strategies for each stage. In the event of an actual international conflict requiring route adjustments, we utilize our pre-established AI-based route change system.
Social Risk (Arising from Aging Population, Low Birthrate, and Labor Market Changes)	The rapid acceleration of population aging, driven by increased life expectancy and declining birth rates, is a significant demographic trend in Korea. Among OECD countries, Korea records the lowest fertility rate. According to the long-term population projections of Statistics Korea, the working-age population is expected to decline to 62.7% by 2035, representing a decrease of 8.4 percentage points compared to 2022. As of 2023, the proportion of seafarers aged 60 and above accounted for approximately 44%, according to the Korea Seafarers Statistics Yearbook. If the low birth rate continues, Korea is expected to experience more significant social risks than other countries as a result of demographic changes. In particular, this may lead to increased challenges in securing an adequate supply of seafarers, thereby posing a potential risk for the industry.	The changes in the labor market caused by population aging may lead to shifts in the working conditions and workforce management of seafarers. In particular, as the profession of seafarer requires specific qualifications and mandatory training, demographic changes may cause difficulties in securing an adequate supply of seafarers and recruiting highly skilled personnel. A shortage of seafarers can result in vessels remaining at port for extended periods, reducing cargo throughput and disrupting the supply chain. Such disruptions may lead to increased labor costs for seafarers and higher shipping rates due to longer shipping schedules. Furthermore, challenges in securing highly skilled personnel may increase the risk of safety incidents caused by insufficient experience or training, as well as additional labor cost pressures associated with attracting and retaining qualified talent.	Hyundai Glovis supports logistics talent development programs as part of the Foundation of Korea Logistics Industry Promotion's initiatives, with 2,121 participants completing the courses in 2024. In addition, the company operates industry-academia scholarship programs to nurture maritime talent and implements retirement support programs to assist retirees with reemployment and mitigate the pace of workforce attrition. From the perspective of enhancing the safety of logistics services, Hyundai Glovis has secured digital and AI-based management system technologies, including unmanned and autonomous vessels, and has acquired an automotive logistics software specialist company.

Strengthening Risk Management Capabilities

Risk Management Training

- Provides training on risk management principles to all employees to enhance their risk management capabilities
 - Additionally, conducts company-wide training sessions on major financial and non-financial risks (including safety, environment, security, etc)
- Continuously provides training on major financial and non-financial risks for outside directors

Major Risk Management Training Topics for Outside Directors

Date	Training Provider	Outside Directors in Attendance	Main Training Topics
Jan 22. 2024	Investor Relations Team	All 5 Outside Directors	Dividend procedure improvements and dividend standards related to Articles of Incorporation amendments
Feb 14. 2024	IR/Communication	All 5 Outside Directors	ESG management status and promotion direction
May 30. 2024	Planning Group	All 5 Outside Directors	Mid- to long-term strategy and shareholder return policy direction
Jul 12. 2024	Energy Future Forum	Attendance by one outside director as representative	Response to global eco-friendly trade regulations and overseas market entry strategies for Korean
Oct 31. 2024	Compliance Team	All 5 Outside Directors	Compliance management systems and anti-bribery management systems
Oct 31. 2024	Investor Relations Team	All 5 Outside Directors	Public disclosure enforcement to enhance corporate value
Nov 28. 2024	Policy Supporting Team/Sustainability Management Team	4 Outside Directors	Key ESG initiatives
Nov 28. 2024	Information Security Team	4 Outside Directors	Key information security initiatives

Company-wide Emergency Response Activities

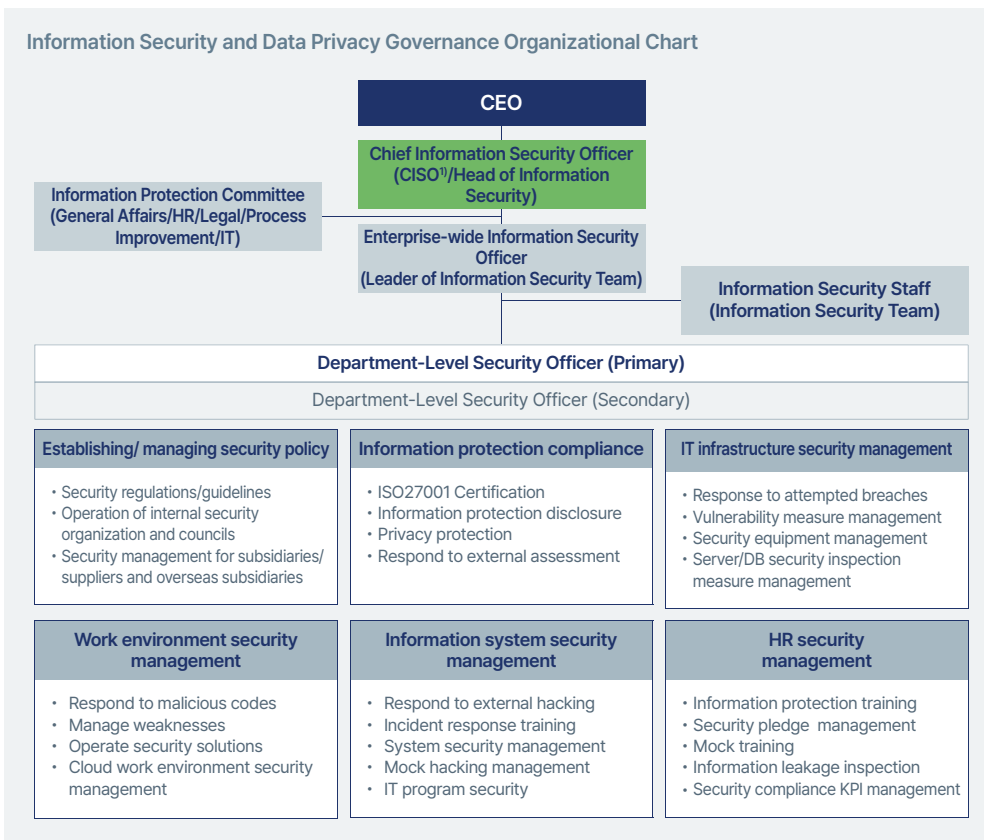
- Conducts company-wide emergency response activities based on the Business Continuity Plan (BCP)
 - Carries out integrated land and sea emergency response drills twice a year, including vessel-specific training for incidents such as fires and marine environmental pollution
 - Develops emergency response manuals for each incident and situation, and makes them available at each business site

Information Security and Data Privacy

Information Security and Data Privacy Management System

Information Security and Data Privacy Governance

- Establishing an information security system consisting of the CEO, Chief Information Security Officer (CISO)/Head of Information Security, Information Protection Committee, Information Security Team, and Department-Level Security Officers to enhance security levels and ensure efficient monitoring of the information security framework
- Reinforcing employees' security awareness by incorporating information security and personal data protection indicators into their KPIs



¹⁾ Chief Information Security Officer has worked in the information technology-related department of Hyundai Glovis since 2004, and after working as an information technology expatriate at an overseas corporation, appointed as the information security team leader in 2023

Role and Responsibilities of the Board of Directors

- Reporting the information security plans and progress to the Board of Directors annually to support the Board in strengthening its expertise in information security and fulfilling its responsibility for effective oversight and management

Information Security and Data Privacy related agendas and reports submitted to the Board of Directors in 2024

Date	Agendas
Nov 28. 2024	Report on information security implementation status

Responsibility and Role of Executives

- The CEO has final accountability and supervisory authority for all aspects of organizational security
 - Retaining final approval authority for the establishment and revision of major information security-related policies and regulations
 - Ensuring the execution of security strategies by approving annual or ad-hoc enterprise-wide security plans and their implementation
- Appointing the Chief Information Security Officer (CISO) to oversee the organization's information security operations
 - Overseeing all security activities carried out across departments and guiding the development of master plans for company-wide information security and implementation plans by department
 - Leading regular security audits and vulnerability assessments to identify risks in advance and establish countermeasures
 - Appointing the Enterprise-wide Information Security Officer and Enterprise-wide Information Security Staff to support the CISO and serve as secretariat for the Information Protection Committee

Role of the Dedicated Organization

- The Information Security Team is responsible for implementing major information security policies and regulations, conducting security training, inspections, and audits, and overseeing overall security operations
- Appointing department-level security officers to perform information security tasks assigned by the Enterprise-wide Information Security Officer, conduct department-level security inspections and report the results, and manage the current security status

Information Security and Data Privacy

Information Security and Data Privacy Management System

Information Security Privacy Protection Policy

- Established the information security policy in accordance with the Act on Promotion of Information and Communications Network Utilization and Information Protection and the Personal Information Protection Act
 - Establishing and operating 17 detailed guidelines and 6 procedures, and defining and implementing ten principles for customer information protection

Ten Principles for Customer Information Protection

- Refrain from indiscriminate collection of personal information.
- When collecting personal information, distinguish between essential information necessary for providing services and optional information.
- Generally prohibit the processing of sensitive information, such as personal identification numbers and information on religion and health.
- When outsourcing personal information for promotional or sales purposes, inform customers and ensure strict management.
- Use and store personal information files with secure methods such as DB security programs and encryption software.
- For documents that need to be retained, comply with the retention period prescribed by law.
- After using personal information files for their intended purpose at the time of collection, ensure they are destroyed so that they cannot be identified.
- Install signs on CCTV cameras.
- Have guidelines, documents, etc., related to personal information protection.
- Prepare for notifications of personal information breaches, group dispute mediation, and class-action lawsuits.

Information Security Policy

Continuously Improving Information Security Systems - Establishment of information security system management policies - Implementation, installation, inspection, and improvement of information security system - Configuration of security policies for information security systems	Ensuring Integrity and Protection of Data - Establishment of an information security management system for data protection - Application of the information security management system to all employees	Monitoring and Responding to Information Security Threats Execution of security inspections, security audits, vulnerability diagnosis, etc.
Establishing Individual Responsibilities for Information Security for the Entire Workforce - Completion of individual information protection pledges by all employees and compliance with information security guidelines - Implementation of information security training and disciplinary actions for violations of compliance requirements	Establishing Information Security Requirements for Third Parties (Suppliers) - Collection of security pledges and compliance requirements from external vendors - Conducting security assessments and exclusion from contracts in case of disqualification - Request for Cooperation on information security training and security inspections - Reporting, notification, and investigation of security incidents and breaches	Conducting Internal Audits of the Privacy Policy Compliance - Using a personal data management checklist to assess and record the status of personal data protection - Conducting annual compliance checks on personal data protection (at least once a year)

Privacy Policy

- Established a separate privacy policy to protect users' personal data and rights, and to ensure effective handling of complaints by clearly defining the rights and obligations of data subjects
- Appointing a Chief Privacy Officer and working-level personnel to effectively manage privacy-related grievances
- Subscribing to personal data protection liability insurance in accordance with Article 39 of the Personal Information Protection Act
- Continuously monitoring whether collected personal data is used for secondary purposes
 - In 2024, there were no cases of customer data being used for secondary purposes

Status of Customer Notifications Related to Personal Data

Purpose of personal data processing and Collection Items Name, contact information, email address, etc., required for handling customer inquiries, providing reporting services, tracking new vehicle deliveries, etc.	Use of Collected Information Ensuring that collected personal data is not used for purposes other than the original collection purpose, and obtaining separate consent if the purpose of use is changed	Retention and Usage Period Setting different retention periods based on the purpose of personal data collection and storage
Possibility of Opt-In/Opt-Out Options Providing opt-in consent and opt-out options, allowing data subjects to manage cookie settings such as acceptance or blocking through their browser preferences	Customer Access to Retained Data Personal information held by the Company can be accessed in accordance with Article 35 (Access to Personal Information) of the Personal Information Protection Act	Right to Request Correction or Deletion of data Personal information held by the Company can be corrected or deleted in accordance with Article 36 (Correction and Deletion of Personal Information) of the Personal Information Protection Act
Provision of Personal Data to Third Parties - Adhering to the principle of not using personal data beyond its original scope or disclosing it to third parties without the user's prior consent - Allowing the provision of personal data to third parties (external service providers) only when the data subject has given prior consent to such disclosure	Methods of Personal Data Protection Implementing the following technical, administrative, and physical measures to ensure security (Establishment and Implementation of Internal Management Plan, Encryption of Personal Information, Access Control for Unauthorized Persons)	Personal Data Disclosure Policies for Private Companies and Public Institutions Allowing the provision of personal data to relevant authorities without the data subject's consent in the event of an emergency, in accordance with the Guidelines on Personal Data Processing and Protection in Emergency Situations jointly issued by government ministries

Information Security and Data Privacy

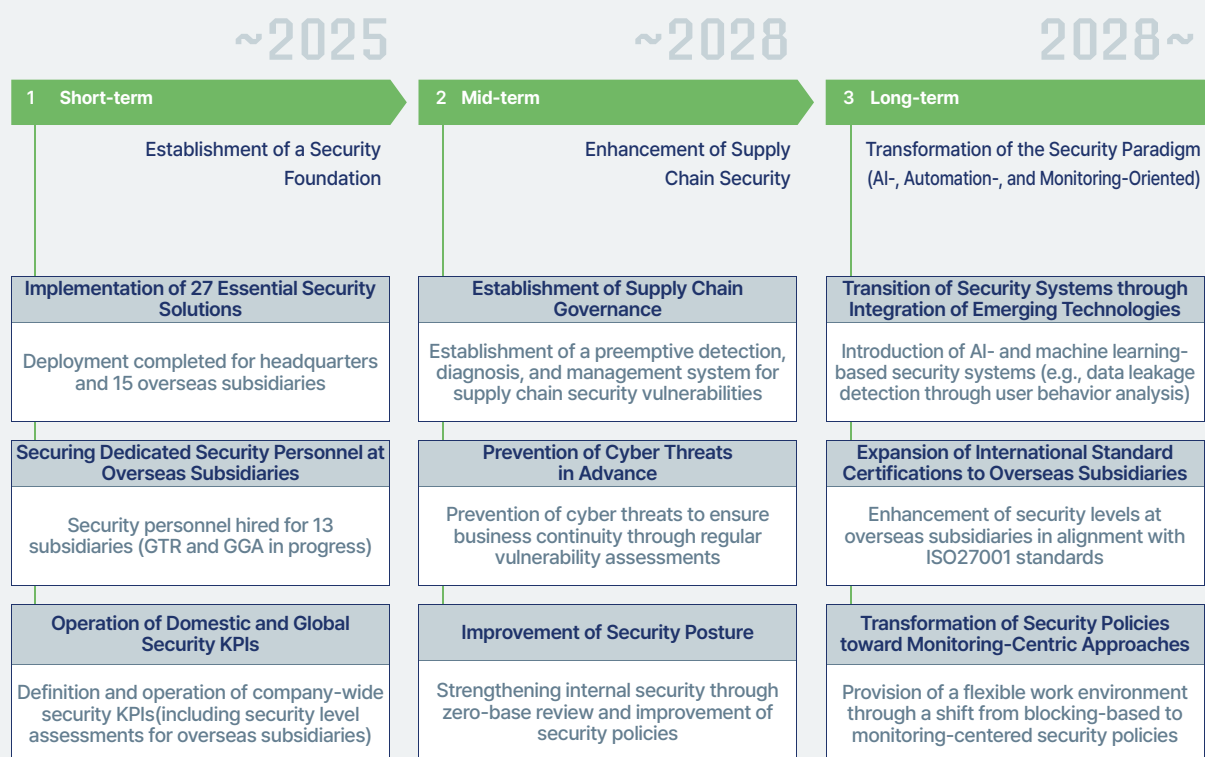
Information Security and Data Privacy Management System

Information Security and Data Privacy Strategy

- Establishing and implementing an information security implementation plan to strengthen and continuously advance the company's information security framework
 - Short-term : Strengthening the information security management foundation and exploring measures to enhance processes for preventing data leakage and misuse, thereby protecting the company's information assets
 - Mid-term : Enhancing the risk management capabilities related to domestic and international information security issues, internalizing the information security management system through phased implementation of the group-wide security enhancement program, and establishing information security governance across the supply chain
 - Long-term : Building an intelligent security system based on advanced technologies by introducing the latest technologies, expanding security certifications, and establishing monitoring systems that also improve user convenience

Mid-to-Long-Term Roadmap of Information Security and Data Privacy

Establishment of a sustainable corporate environment through the highest level of security reliability



Information Security and Data Privacy

Embedding Information Security and Data Privacy

Certification of Information Security System (ISO27001:2013)

- Maintaining certification through periodic renewal and surveillance audits since the initial acquisition of the ISO27001 in 2008, while continuously verifying its effectiveness
- Integrating the information security system into the enterprise risk management system and compliance frameworks for holistic oversight and control

Information Protection Management System

Category	Details
Certification standard	ISO27001:2022
Certification authority	BSI
Scope of certification	Headquarters
Expiration period	November 23, 2023 to November 22, 2026



Information Security and Data Privacy Education

- Conducting group-wide mandatory information security training for all employees, including dispatched workers, to raise awareness of information security
- Providing additional personal data protection training for employees who handle personal information

Status of Information Security and Data Privacy Education in 2024

Title	Number of participants	Number of completing participants	Training hours per person (min)	Completion rate (%)
Information security education	2,037	2,009	60	98.6
Personal data protection education	235	216	90	91.9

Phishing Email Response Training

- Conducting monthly phishing email response training for all employees to prepare for security threats such as ransomware and corporate data breaches caused by phishing emails
 - Sending simulated phishing emails that resemble real threats to evaluate employees' response capabilities
 - Enhancing employee engagement by reflecting the evaluation results in their KPIs
- Continuously strengthening the incident response process by analyzing the latest security attack trends annually and improving prevention, detection, response, remediation, and post-incident management

Information Security and Data Privacy

Information Security and Data Privacy Risk Management

Internal Audits and Technical Measures

- Establishing a defense in depth by utilizing an integrated authentication platform app that combines additional authentication methods such as OTP and biometric authentication
- Ensuring the stability of critical personal data systems through network separation using Virtual Desktop Infrastructure (VDI)
- Conducting regular internal and external audits of the information security management system, including compliance with security solutions, privacy policies, and information protection policies
 - Performing on-site inspections at key business sites, including regional and overseas subsidiaries, and conducting annual audits of personal data processing vendors
 - Identifying improvement areas through quarterly internal inspections to enhance work processes

Third-Party Vulnerability Diagnosis and Mock Hacking

- Conducting annual vulnerability diagnosis and mock hacking through external IT and security specialists
 - Identifying system vulnerabilities across applications, operating systems, and networks, and deriving countermeasures to prevent potential data breaches and security incidents
 - A total of 665 vulnerabilities were identified across all projects in 2024, and all issues have been fully remediated

Monitoring of Information Protection

- Conducting Business Continuity Plan (BCP) training, including responses to IT system failures and cybersecurity incidents, at least once a year
- Preventing information security risks in advance through continuous analysis of security logs and detection of abnormal PC activity

Reporting Channels for Information Security & Privacy Protection

- Designating a Chief Privacy Officer and working-level personnel to enable employees to report incidents or suspicious activities related to information security or privacy protection
 - Processing reported cases through a procedure that includes reviewing the report, verifying additional details and facts, and emphasizing compliance with security policies by enforcing disciplinary measures in the event of violations

Category	Chief Privacy Officer	Privacy Manager
Department	Human Resource Supporting Group	Information Security Team
Name	Cho Byong-in	Han Seung-Yeon
Phone	02-6191-9426	02-6191-9270
Email	privacy@glovis.net	privacy@glovis.net

Status of Information Security and Data Privacy Violations

Category		Unit	2022	2023	2024
Status of Information Security	Total number of information security breach ¹⁾	Case	0	0	0
Violation of law	Number of customer information protection violations	Case	0	0	0
	Information protection violation fine amount	KRW 1,000	0	0	0

¹⁾ Data breach refers to any incident in which an unauthorized individual accesses confidential or sensitive information pertaining to the organization or its stakeholders

Economy	Social	G-MARINE SERVICE (Subsidiary)	GRI Standards 2021 Index	ESRS Index	Independent Assurance Opinion Statement
101	106	121	125	128	138
103 Environmental	116 Governance	124 ESG Certification Status	127 SASB Index (Air Freights & Logistics)	131 GHG Emission Verification Opinion	

ESG Factbook

Economy

Consolidated Statement of Financial Position

Category	Unit	2022	2023	2024
Current assets	KRW	8,181,858,080,896	8,771,518,130,998	9,861,432,178,173
Cash and cash equivalents	KRW	2,059,783,220,532	2,290,825,257,508	3,276,544,918,383
Accounts receivable	KRW	3,101,947,683,805	2,867,561,578,869	3,070,033,740,101
Inventories	KRW	1,452,283,025,275	1,347,612,791,030	1,724,329,452,925
Others	KRW	1,567,844,151,284	2,265,518,503,591	1,790,524,066,764
Non-current assets	KRW	5,695,926,419,400	5,953,501,772,940	6,987,713,260,552
Tangible assets	KRW	4,470,028,907,297	4,725,890,371,023	5,716,850,597,833
Intangible assets	KRW	104,163,670,448	136,085,560,227	171,683,062,696
Investments in joint ventures and associates	KRW	673,963,524,640	675,699,466,028	674,194,691,947
Others	KRW	447,770,317,015	415,826,375,662	424,984,908,076
Total assets	KRW	13,877,784,500,296	14,725,019,903,938	16,849,145,438,725
Current liabilities	KRW	4,343,758,217,774	4,467,588,471,380	5,310,609,012,498
Non-current liabilities	KRW	2,654,413,994,564	2,473,507,812,305	2,729,172,164,286
Total liabilities	KRW	6,998,172,212,338	6,941,096,283,685	8,039,781,176,784
Controlling interests	KRW	6,866,007,311,914	7,755,368,128,240	8,773,151,741,324
Capital stock	KRW	18,750,000,000	18,750,000,000	37,500,000,000
Capital surplus	KRW	153,618,863,259	153,618,863,259	134,675,389,719
Accumulated other comprehensive income	KRW	-99,734,436	61,733,303,527	234,035,532,358
Retained earnings	KRW	6,679,226,432,679	7,512,974,461,311	8,359,165,908,836
Other components of equity	KRW	14,511,750,412	8,291,500,143	7,774,910,411
Non-controlling interests	KRW	13,604,976,044	28,555,492,013	36,212,520,617
Total capital	KRW	6,879,612,287,958	7,783,923,620,253	8,809,364,261,941

Consolidated Income Statement

Category	Unit	2022	2023	2024
Sales	KRW	26,981,880,971,123	25,683,197,164,064	28,407,374,301,315
Cost of sales	KRW	24,680,497,658,585	23,591,728,438,829	25,957,178,819,827
Gross profit	KRW	2,301,383,312,538	2,091,468,725,235	2,450,195,481,488
Selling and General administrative expense	KRW	502,866,716,408	537,436,215,148	697,328,039,262
Operating income	KRW	1,798,516,596,130	1,554,032,510,087	1,752,867,442,226
Financial income	KRW	82,004,218,223	171,569,620,491	186,262,663,721
Other income	KRW	1,312,732,488,622	938,989,215,346	1,137,587,617,865
Financial cost	KRW	119,307,174,672	194,221,901,688	189,184,306,474
Other cost	KRW	1,467,250,445,623	1,009,572,649,491	1,220,705,460,131
Equity method income	KRW	-9,274,493,156	-7,358,673,303	-122,089,019,767
Net income before income tax expense	KRW	1,597,421,189,524	1,453,438,121,442	1,544,738,937,440
Income tax expense	KRW	404,615,613,481	383,347,457,149	445,251,951,394
Net income	KRW	1,192,805,576,043	1,070,090,664,293	1,099,486,986,046
Equity Attributable to Owners of the Parent	KRW	1,189,821,184,515	1,061,133,294,855	1,093,860,048,142
Non-controlling interests	KRW	2,984,391,528	8,957,369,438	5,626,937,904
Earnings per share(loss)	-	-	-	-
Basic earnings per share	KRW	15,864	14,148	14,585

ESG Factbook

Economy

Total Economic Value Distributed

Category		Unit	2022	2023	2024
Company	Operating Cost	KRW 1,000	24,493,248,345	23,355,502,656	25,680,150,042
Executives	Salaries and Benefits	KRW 1,000	690,116,030	773,661,998	974,356,817
Shareholders and Investors	Dividends	KRW 1,000	142,500,000	213,750,000	236,250,000
	Interest Cost ¹⁾	KRW 1,000	119,307,175	194,221,902	189,184,306
Government	Corporate Tax ²⁾	KRW 1,000	404,615,613	383,347,457	445,251,951
Community	Donation	KRW 1,000	3,296,764	4,320,239	6,839,039

1) Adjustment of 2022-2023 data according to the change in calculation standards, based on interest expenses for financial costs and financing costs in the business report

2) Adjustment of 2022-2023 data according to the change in calculation standards, based on corporate tax expenses in the business report

Tax Information

Category	Unit	2022	2023	2024
Net income before income tax expense(loss)	KRW	1,597,421,189,524	1,453,438,121,442	1,544,738,937,440
Tangible assets (excluding cash and cash equivalents)	KRW	4,470,028,907,297	4,725,890,371,023	5,716,850,597,833
Income Tax Expense	KRW	404,615,613,481	383,347,457,149	445,251,951,394
Corporate tax payment	KRW	194,115,157,412	284,298,196,589	263,576,215,650
Effective tax rate	%	25.33	26.38	28.82
Tax rate paid	%	12.15	19.56	17.06

Related Party Transactions

Category	Unit	2022	2023	2024
Amount of Related Party Transactions	KRW million	-	23,967,686	26,511,300
Related Party Receivables/ Payables	KRW million	-	3,088,629	3,058,948

Contribution and other expenses

Category	Unit	2022	2023	2024
Total Contributions and Other Expenditures ¹⁾	KRW 1,000	624,467	524,780	536,378
Membership in Lobbying Associations	KRW 1,000	0	0	0
Political Campaigns/Organizations/ Candidates	KRW 1,000	0	0	0
Trade Associations and Tax-Exempt Organizations (e.g., think tanks) ¹⁾	KRW 1,000	624,467	524,780	536,378
Other (Expenditures Related to Ballot Measures or Referendums, etc.)	KRW 1,000	0	0	0

1) Adjustment of 2023 data to correct data errors

Details of major association fees¹⁾

Category	Unit	2022	2023	2024
Total Association Fee Expenditures	KRW 1,000	624,467	524,780	536,378
Korea Shipping Association	KRW 1,000	323,477	319,190	330,788
Korea Integrated Logistics Association ²⁾	KRW 1,000	41,000	32,000	32,000
Korea Chamber of Commerce and Industry	KRW 1,000	243,000	156,600	156,600
Korea Listed Companies Association KRW	KRW 1,000	8,440	8,440	8,440
Korea International Logistics Association	KRW 1,000	8,400	8,400	8,400
Trade associations	KRW 1,000	150	150	150

1) Hyundai Glovis recognizes the necessity of responding to the climate crisis and, when deciding whether to join new associations or maintain membership in specific associations, reviews and monitors whether the objectives and activities of the association align with the Paris Agreement.

2) Adjustment of 2023 data due to data entry errors

ESG Factbook

Environment

GHG Emissions (Standalone Basis)

Category	Unit	2022	2023	2024
Total Emissions (Scope 1 + Scope 2)	tCO ₂ eq	3,935,282	3,500,014	3,284,344
Total Emissions (Scope 1 + Scope 2) Intensity ¹⁾	tCO ₂ eq	18.28	17.95	15.18
Scope 1	Total	tCO ₂ eq	3,924,263	3,489,416
	Headquarters	tCO ₂ eq	68,762	68,680
	Outbound ships	tCO ₂ eq	3,855,501	3,420,736
Scope 2 (Location-Based)	tCO ₂ eq	11,019	10,598	10,352

1) Based on standalone basis

GHG Emissions (Consolidated Basis)¹⁾

Category	Unit	2022	2023	2024
Total Emissions (Scope 1 + Scope 2) ²⁾	tCO ₂ eq	4,017,051	3,595,465	3,391,279
Total Emissions (Scope 1 + Scope 2) Intensity ³⁾	tCO ₂ eq	14.89	14.00	11.94
Scope 1	Total	tCO ₂ eq	3,987,103	3,568,309
	Headquarters	tCO ₂ eq	68,762	68,680
	Outbound Ships	tCO ₂ eq	3,855,501	3,420,736
	Overseas Subsidiaries	tCO ₂ eq	62,793	78,839
	Domestic Subsidiaries	tCO ₂ eq	48	53
				36
Scope 2 (Location-Based)	Total ²⁾	tCO ₂ eq	29,948	27,156
	Headquarters	tCO ₂ eq	11,019	10,598
	Overseas Subsidiaries	tCO ₂ eq	18,783	16,377
	Domestic Subsidiaries	tCO ₂ eq	145	181

1) Emissions calculated based on expanded business scope and boundaries for 2022–2024 on a consolidated basis

2) Subtotal differences may occur due to rounding in greenhouse gas emissions

3) Based on consolidated sales

GHG Emissions Scope 3¹⁾

Category	Unit	2024
Scope 3 Emissions ²⁾	Total	tCO ₂ eq
	Category 1 – Purchased Goods and Services	tCO ₂ eq
	Category 2 – Capital Goods	tCO ₂ eq
	Category 3 – Fuel- and Energy-Related Activities	tCO ₂ eq
	Category 4 – Upstream Transportation & Distributions	tCO ₂ eq
	Category 5 – Waste Generated in Operations	tCO ₂ eq
	Category 6 – Business Travel	tCO ₂ eq
	Category 7 – Employee Commuting	tCO ₂ eq
	Category 15 - Investments	tCO ₂ eq

1) The Scope 3 emissions for 2024 were calculated by expanding the calculation boundaries to include domestic business sites, domestic and overseas subsidiaries, and affiliates

2) Emissions for each category are presented as whole numbers (rounded), and the final total greenhouse gas emissions are presented as whole numbers (with decimals omitted)

Energy

Category	Unit	2022	2023	2024
Total Energy Consumption ¹⁾²⁾		TJ	1,220.379	1,209.679
Non-renewable Energy Consumption	Total	TJ	1,220.300	1,209.602
	Domestic Vehicles	TJ	946.743	946.779
	Domestic Buildings	TJ	273.557	262.823
Renewable Energy Consumption ³⁾	Total	TJ	0.079	0.077
	Solar Power	TJ	0.079	0.077
Renewable Energy Generation		TJ	0.079	0.077
Non-Renewable Energy Use Ratio		%	99.99	99.99
Renewable Energy Use Ratio		%	0.01	0.01
Energy Consumption Intensity ⁴⁾		TJ/KRW 100 million	0.01	0.01
Ratio of Biofuel Use in Marine Transportation ⁵⁾		%	-	-

1) Based on domestic business sites

2) 2022 data corrected due to minor discrepancies from recalculation

3) Solar power (Pyeongtaek International Terminal)

4) Based on standalone basis

5) Based on fuel supply

ESG Factbook

Environment

Environmental Management System

Category	Unit	2022	2023	2024
Number of Sites Certified for Environmental Management System	Number of ISO14001 Certified Sites ¹⁾	Case	-	-
				31

1) Certification standard : Headquarters, domestic business sites (20 locations), overseas subsidiaries (10 locations)

Environmental Education

Category	Unit	2022	2023	2024
Carbon Neutrality Strategy and Implementation Training	Number of Participants	Person	-	64
	Training Hours	Minute	-	3,840
Carbon Neutrality Lifestyle Practice Training	Number of Participants	Person	-	-
	Training Hours	Minute	-	-
ISO14001-Related Legal and Environmental Education	Number of Participants	Person	-	154
	Training Hours	Minute	-	8,490
				21
				2,620
				37
				3,330
				58
				2,910

Environmental Regulations

Category	단위	2022	2023	2024
Environmental Regulation Violations	Case of Violations	Case	1	0
	Fines and Penalties	KRW Million	0.48	0
	Environmental Liabilities	KRW Million	0	0
				0
				0
				0

Environmental Investment and Expenditure

Category	Unit	2022	2023	2024
Environmental Investment and Expenditure ¹⁾	KRW 100million	1,318	2,209	4,250

1) Environmental investment and expenditure includes green purchasing costs

Green Purchasing Performance

Category	Unit	2022	2023	2024
Total Purchase Amount ¹⁾	KRW Million	-	14,816	20,999
Green Purchase Amount ²⁾	KRW Million	-	2,335	2,856
Green Purchase Ratio ³⁾	%	-	15.76	13.60

1) Includes general equipment and facility purchases

2) Green purchase: purchases that fall under green purchasing by law (e.g., products with environmental marks, energy efficiency grade 1, energy-saving marks, high-efficiency certification, etc.)

3) Green purchase ratio = (Green purchase amount / Total purchase amount) * 100

Participation in Biodiversity Initiatives

Category	Unit	2022	2023	2024
BNBP ¹⁾ General Meeting and Biodiversity Education Seminar Participation ²⁾	Time	1	1	1
Participation in BNBP General Assembly and Related Forums and Meetings	Time	2	1	1

1) BNBP (Biz N Biodiversity Platform) : Corporate Biodiversity Platform

2) Participate in at least once a year since 2022

ESG Factbook

Environment

Water¹⁾²⁾

Category		Unit	2022	2023	2024
Water withdrawal	Total	m³	85,123	87,900	84,564
	Surface water	m³	-	-	0
	Ground water	m³	-	-	0
	Industrial Water	m³	-	-	0
	Freshwater	m³	-	-	84,564
	Produced water	m³	-	-	0
	Third-party water	m³	-	-	0
	Other	m³	-	-	0
	Seawater	m³	-	-	0
	Water withdrawal in water stressed areas ³⁾	m³	-	-	0
Water consumption ⁴⁾	Total	m³	0	0	0
	Water consumption in water stressed areas	m³	-	-	0
Water Intensity	Water consumption intensity ⁵⁾	m³/ KRW 100 Million	0.40	0.45	0.39
Water discharge	Total	m³	85,123	87,900	84,564
	Surface water	m³	-	-	0
	Ground water	m³	-	-	0
	Industrial Water	m³	-	-	0
	Third-party water	m³	-	-	84,564
	Other	m³	-	-	0
	Seawater	m³	-	-	0
	Water discharge in water stressed areas	m³	-	-	0

1) From 2024, data by water withdrawal source and data by water discharge source are newly calculated

2) Based on Hyundai Glovis's head office and workplaces

3) According to the WRI Aqueduct Water Risk Atlas Tool 4.0, none of the company's sites are located in areas classified as "Extremely High" water risk

4) Water consumption : (Water Withdrawal) – (Water Discharge). Data for 2022–2023 has been restated due to changes in the calculation methodology

5) Based on standalone basis

Waste¹⁾²⁾³⁾

Category			Unit	2022	2023	2024
Waste generation	Total		ton	1,093	1,160	1,194
	General waste		ton	1,064	1,130	1,143
	Hazardous waste		ton	29	30	51
Waste Generation Intensity ⁴⁾			kg/ KRW 100 Million	5.08	5.95	5.52
Waste recycling	Total		ton	593	818	882
	Waste recycling rate ⁵⁾		%	54.3	70.5	73.9
	General waste	Total	ton	593	809	847
		Reuse	ton	-	-	-
		Recycling	ton	593	809	847
		Other	ton	-	-	-
	Hazardous waste	Total	ton	-	9	34
		Reuse	ton	-	-	-
		Recycling	ton	-	9	34
		Other	ton	-	-	-
Waste disposal	Total ⁶⁾		ton	500	342	312
	General waste	Total ⁷⁾	ton	471	321	296
		Incineration (with energy recovery)	ton	-	-	-
		Incineration (without energy recovery)	ton	-	-	224
		Landfilling	ton	-	-	9
		Other ⁸⁾	ton	-	-	62
	Hazardous waste	Total	ton	29	21	16
		Incineration (with energy recovery)	ton	-	-	-
		Incineration (without energy recovery)	ton	-	-	16
		Landfilling	ton	-	-	-
		Other	ton	-	-	-
	Waste discharge	Total		ton	1,093	1,160
General waste		ton	1,064	1,130	1,143	
Hazardous waste		ton	29	30	51	

1) The scope includes the head office, self-operated facilities, and 10 business establishments registered as waste dischargers and covered by designated waste disposal planning requirements

2) Waste generation increased due to the inclusion of 8 additional distribution centers in the data scope from 2023

3) As of 2024, waste recycling/reuse and disposal volumes have been reported separately by waste type

4) Based on standalone basis

5) Waste recycling rate = (Waste Recycling Capacity)/(Waste Generation)*100

6) Data correction for 2022–2023 due to changes in data calculation standards

7) Subtract difference due to decimal rounding

8) Dehydration/drying (consignment), etc.

ESG Factbook

Social

Employee Status

Category			Unit	2022	2023	2024
Total number of employees ¹⁾			Person	1,945	2,326	2,443
Gender	Male	Number of employees	Person	1,611	1,927	2,036
		Percentage of employees	%	82.83	82.85	83.34
	Female	Number of employees	Person	334	399	407
		Percentage of employees	%	17.17	17.15	16.66
Employment type	Regular employees	Total	Person	1,825	2,215	2,367
		Male	Person	1,543	1,860	1,976
		Female	Person	282	355	391
	Non-regular employees	Total	Person	120	111	76
		Male	Person	68	67	60
		Female	Person	52	44	16
	Temporary workers ²⁾		Person	218	214	187
	Fixed-term workers ³⁾	Total	Person	113	100	69
		Male	Person	-	-	53
		Female	Person	-	-	16
	Part-time workers ⁴⁾	Total	Person	10	11	7
		Male	Person	-	-	7
		Female	Person	-	-	0
	Dispatched workers ⁵⁾	Total	Person	95	103	111
		Male	Person	-	-	1
		Female	Person	-	-	110

Category			Unit	2022	2023	2024
Age	Number of employees	Number of employees	Person	371	564	568
		Percentage of employees	%	19.07	24.25	23.25
	Between 30 and 50	Number of employees	Person	1,421	1,564	1,652
		Percentage of employees	%	73.06	67.24	67.62
	Over 50	Number of employees	Person	153	198	223
		Percentage of employees	%	7.87	8.51	9.13
Nationality	Domestic	Number of employees	Person	1,938	2,316	2,434
		Percentage of employees	%	99.64	99.57	99.63
	Overseas	Number of employees	Person	7	10	9
		Percentage of employees	%	0.36	0.43	0.37
	Asia (Outside South Korea)	Number of employees	Person	2	3	4
		Percentage of employees	%	-	-	-
	Europe/CIS	Number of employees	Person	3	3	0
		Percentage of employees	%	-	-	-
	Americas/Pacific	Number of employees	Person	2	2	3
		Percentage of employees	%	-	-	-
	Africa	Number of employees	Person	0	1	1
		Percentage of employees	%	-	-	-
	Others	Number of employees	Person	0	1	1
		Percentage of employees	%	-	-	-

1) Starting in 2024, the total employee count includes registered executives, whereas their exclusion from the business report results in a discrepancy in the calculation methodology

2) Different calculation method from 'Affiliated external workers' in the business report

3) General contract employees

4) Nurses, maintenance staff, health keepers, etc.

5) General dispatched workers

ESG Factbook

Social

Employee Status

Category			Unit	2022	2023	2024
Rank and position (Hyundai Glovis Land-based employees)	Execu-tives ¹⁾	Total	Person	36	39	40
		Male	Number of employees	34	38	39
			Percentage of employees	94.44	97.44	97.50
		Fe-male	Number of employees	2	1	1
			Percentage of employees	5.56	2.56	2.50
	Respon-sibility Man-ager	Total	Person	855	957	1,028
		Male	Number of employees	797	887	943
			Percentage of employees	93.22	92.69	91.73
		Fe-male	Number of employees	58	70	85
			Percentage of employees	6.78	7.31	8.27
	Manag-er ²⁾	Total	Person	939	1,010	974
		Male	Number of employees	670	696	670
			Percentage of employees	71.35	68.91	68.79
		Fe-male	Number of employees	269	314	304
			Percentage of employees	28.65	31.09	31.21
	Position holders ³⁾	Total	Person	192	202	230
		Male	Number of employees	188	197	223
			Percentage of employees	97.92	97.52	96.96
		Fe-male	Number of employees	4	5	7
			Percentage of employees	2.13	2.54	3.04

Category			Unit	2022	2023	2024
Rank and position (Hyundai Glovis Land-based employees)	Reve-nue-gener-ating depart-ment	Total	Person	1,325	1,453	1,493
		Male	Number of employees	1,083	1,184	1,224
			Percentage of employees ⁴⁾	242	269	269
		Female	Number of employees	242	269	269
			Percentage of employees ⁵⁾	18.26	18.68	18.02
	Reve-nue-gener-ating depart-ment – Managerial position	Total	Person	146	153	151
		Male	Number of employees	142	150	148
			Percentage of employees	4	3	3
		Female	Number of employees	4	3	3
			Percentage of employees ⁶⁾	2.4	2.0	2.0
	STEM de-partment ⁷⁾	Total	Person	128	149	148
		Male	Number of employees	104	117	117
			Percentage of employees	24	32	31
		Female	Number of employees	24	32	31
			Percentage of employees	18.75	21.48	20.95

1) Executive positions within two reporting levels of the CEO

2) G1~G3 grade managers + Contract managers

3) Management positions at or above the level of team leader or department/site head

4) Correction of 2022-2023 data due to recalculation of female employees in revenue-generating departments

5) Correction of 2022 data due to changes in the number of female employees in revenue-generating departments

6) Correction of 2023 data due to recalculation

7) Science, Technology, Engineering, Mathematics

ESG Factbook

Social

Employee Status

Category			Unit	2022	2023	2024
Rank and position (Hyundai Glovis Maritime employees ¹⁾)	Chief Engineer Level	Total	Person	52	75	88
		Male	Person	51	74	87
		Female	Person	1	1	1
	First Engineer Level	Total	Person	63	76	96
		Male	Person	59	69	89
		Female	Person	4	7	7
	Second Engineer Level	Total	Person	-	77	118
		Male	Person	-	76	114
		Female	Person	-	1	4
	Third Engineer Level	Total	Person	-	75	83
		Male	Person	-	70	78
		Female	Person	-	5	5
	Crew Level	Total	Person	-	17	16
		Male	Person	-	17	16
		Female	Person	-	0	0

1) Disclosed separately for land-based and maritime personnel from the 2022 data onwards

Other Diversity

Category	Unit	2022	2023	2024
Number of Disabled employees	Person	19	18	24
Percentage of Disabled employees	%	0.98	0.77	0.98
Number of employees who are national honorees	Person	27	28	27
Percentage of employees who are national honorees	%	1.39	1.20	1.11
Number of Foreign Employees ¹⁾	Person	7	10	9
Percentage of Foreign employees	%	0.36	0.43	0.37

1) USA (2 persons), Canada (1 person), Australia (1 person), China (1 person), Iran (1 person), Taiwan (1 person), Uzbekistan (1 person), Kenya (1 person)

New Hires¹⁾

Category			Unit	2022	2023	2024
Total number of new hires			Person	469	335	178
New hire rate			%	24	14	7
Gender	Male	Number of employees	Person	371	215	107
		Percentage of employees	%	79.10	64.18	60.11
	Female	Number of employees	Person	98	120	71
		Percentage of employees	%	20.90	35.82	39.89
Nationality	Domestic	Number of employees	Person	467	332	178
		Percentage of employees	%	99.57	99.10	100.00
	Overseas	Number of employees	Person	2	3	0
		Percentage of employees	%	0.43	0.90	0.00
Age	Under 30	Number of employees	Person	190	187	137
		Percentage of employees	%	40.51	55.82	76.97
	Between 30 and 50	Number of employees	Person	252	136	39
		Percentage of employees	%	53.73	40.60	21.91
	Over 50 ¹⁾	Number of employees	Person	27	12	2
		Percentage of employees	%	5.76	3.58	1.87
Employment type	Entry-level	Number of employees	Person	131	105	77
		Percentage of employees	%	27.93	31.34	43.26
	Experienced	Number of employees	Person	295	152	40
		Percentage of employees	%	62.90	45.37	22.47
	Contract positions	Number of employees	Person	43	78	61
		Percentage of employees	%	9.17	23.28	34.27
Open positions filled by internal candidates ²⁾			%	66.63	63.92	91.88
Average Recruitment Cost ³⁾				1,122,215	1,223,315	1,378,943

1) Figures revised due to data entry error in 2023 new hires figures and rate

2) Open positions filled by internal candidates=(Number of internal transfers)/(Number of Internal transfers + Number of experienced hires)*(100)

3) Average Recruitment Cost=(Total expenditure used during the hiring process)/(Total number of hires), Revision of 2023 data resulting from data entry errors

ESG Factbook

Social

Turnovers and Retirement

Category			Unit	2022	2023	2024
Total number of job changers			Person	139	181	141
Total turnover rate ¹⁾			%	7.15	7.78	5.77
Gender	Male	Number of employees	Person	-	-	76
		Percentage of employees	%	-	-	53.90
	Female	Number of employees	Person	-	-	65
		Percentage of employees	%	-	-	46.10
Nationality	Domestic	Number of employees	Person	138	181	140
		Percentage of employees	%	99.28	100	99.29
	Overseas	Number of employees ²⁾	Person	1	0	1
		Percentage of employees	%	0.72	0	0.71
Age	Under 30	Number of employees	Person	45	88	77
		Percentage of employees	%	32.37	48.62	54.61
	Between 30 and 50	Number of employees	Person	85	74	55
		Percentage of employees	%	61.15	40.88	39.01
	Over 50	Number of employees	Person	9	19	9
		Percentage of employees	%	6.47	10.50	6.38

1) Number of retired executives Included in involuntary headcount

2) Nationality of employee who underwent job changes or resigned in 2022: Australia Nationality of employee who underwent job changes or resigned in 2024: Spain

Category			Unit	2022	2023	2024
Total number of voluntary job changers ¹⁾			Person	95	78	48
Total voluntary turnover rate ¹⁾			%	4.88	3.35	1.96
Gender	Male	Number of employees	Person	-	-	45
		Percentage of employees	%	-	-	93.75
	Female	Number of employees	Person	-	-	3
		Percentage of employees	%	-	-	6.25
Nationality	Domestic	Number of employees	Person	95	78	47
		Percentage of employees	%	100	100	97.92
	Overseas	Number of employees	Person	0	0	1
		Percentage of employees	%	0	0	2.08
Age	Under 30	Number of employees	Person	17	17	5
		Percentage of employees	%	17.89	21.79	10.42
	Between 30 and 50	Number of employees	Person	70	50	35
		Percentage of employees	%	73.68	64.10	72.92
	Over 50	Number of employees	Person	8	11	8
		Percentage of employees	%	8.42	14.10	16.67

1) Excluding the number of involuntary job changes due to contract expiration, disciplinary dismissal, etc., Data correction for 2022-2023 due to changes in calculation criteria(Number of executives excluded → Number of executives included)

ESG Factbook

Social

Employee Education and Training

Category		Unit	2022	2023	2024
Number of trainees ¹⁾	Total	Person	1,830	2,008	2,160
	Male	Person	1,501	1,623	1,660
	Female	Person	329	385	500
Training hours	Total	Hour	74,304	74,062	56,179
	Male	Hour	58,543	59,862	41,806
	Female	Hour	15,761	14,200	14,372
Training hours per person	Average of total employees	Hour	40.60	36.88	26.01
	Male	Hour	39.00	36.88	25.18
	Female	Hour	47.91	36.88	28.74
	Domestic employees	Hour	41.00	36.97	27.96
	Overseas employees	Hour	3.00	0.60	3.50
	Executives ²⁾	Hour	64.80	43.60	43.85
	Middle manager level ³⁾	Hour	55.80	29.48	46.11
	General employees	Hour	38.50	34.72	23.69
	Training cost per person	Average of total employees	KRW 10,000	138.25	151.89
Male		KRW 10,000	139.70	151.89	96.84
Female		KRW 10,000	129.90	151.89	82.47
Executives		KRW 10,000	1,469.00	1,391.00	828.97
Middle manager level		KRW 10,000	119.40	168.00	137.97
General employees		KRW 10,000	108.70	119.40	74.00
Total training cost		KRW 100 million	25.30	30.50	20.20
Human Capital Return on Investment (HC ROI ^{4) 5)}		%	93.63	84.97	72.09

1) Targeting Hyundai Glovis land-based employees

2) Management level

3) Corporate head, team leader, office manager, etc.

4) Revision of 2022-2023 date due to changes in data calculation methodology

5) Human Capital Return on Investment (HC ROI) = ((Total Revenue) - ((Total operating expenses) - (Total employee-related expenses)))/(Total employee-related expenses)

Employee Performance Evaluation

Category		Unit	2022	2023	2024
Coverage ratio of performance evaluation	Ongoing feedback	%	100	100	100
	Absolute evaluation	%	100	100	100
	Team-based performance appraisal (Team-level)	%	100	100	100
Employees subject to regular performance evaluation ¹⁾	Total	Person	1,373	1,623	1,776
	Number of male employees	Person	1,190	1,379	1,476
	Number of female employees	Person	183	244	300
Employees who received regular performance evaluation	Total	Person	1,373	1,623	1,776
	Number of male employees	Person	1,190	1,379	1,476
	Percentage of male employees	%	100	100	100
	Number of female employees	Person	183	244	300
	Percentage of female employees	%	100	100	100

1) Coverage of employees subject to performance evaluation excludes those who were on leave or had not met the minimum service period required for the evaluation cycle

Employee Remuneration Status^{1) 2)}

Category		Unit	2022	2023	2024
Total compensation	Total	KRW million	167,134	209,561	235,094
	Male	KRW million	143,123	177,377	197,744
	Female	KRW million	24,011	32,184	37,350
Total number of employees paid	Total	Person	1,975	2,174	2,196
	Male	Person	1,610	1,722	1,741
	Female	Person	365	452	455
Average employee salary	Average of total employees	KRW million	84	96	107
	Average of male employees	KRW million	88	103	114
	Average of female employees	KRW million	65	71	82
Gender pay gap	Mean gender pay gap	%	73	69	72
	Median gender pay gap	%	78	80	80
	Mean bonus gap	%	81	75	82
	Median bonus gap	%	80	82	85
Entry-level wage ratio to minimum wage by gender	Male	%	1.61	1.54	1.54
	Female	%	1.56	1.51	1.52
	Applied minimum wage standard	KRW	9,620	9,860	10,030

1) Prepared according to Hyundai Glovis HR internal standards (based on labor income for the relevant year)

2) There is no gender discrimination in promotions and compensation among employees with the same position and years of service. However, differences in wage statistics between male and female exist due to variations in grade composition and average tenure

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Welfare Benefit¹⁾

Category		Unit	2022	2023	2024
Selective Time System	Total	Person	6	13	13
	Regular ²⁾	Person	6	13	13
	Non-regular	Person	0	0	0
Flexible Working Hours	Total	Person	977	1,308	2,040
	Regular	Person	924	1,266	1,926
	Non-regular	Person	53	42	114
Remote Work System	Total	Person	1,435	1,182	937
	Regular	Person	1,372	1,141	895
	Non-regular	Person	63	41	42

1) Calculate those who have used flexible working hours at least once based on the number of employees employed at the end of the year
2) Employees who used reduced working hours for pregnancy or childcare in 2024

Employees Satisfaction

Category	Unit	2022	2023	2024
Results of organizational culture survey	Point	65.9	74.9	76.8
Participation rate in organizational culture survey ¹⁾	%	73.4	83.2	92.0

1) Based on domestic workplaces

Status of Retirement Pension Management Amount

Category	Unit	2022	2023	2024
Present value of defined benefit obligations	KRW 1,000	92,428,126	119,719,852	147,688,306
Fair value of plan assets	KRW 1,000	-145,930,257	-166,933,061	-166,506,146
National pension conversion amount	KRW 1,000	-10,352	-10,352	-3,524
End-of-term net defined benefit liability(Assets)	KRW 1,000	-53,512,483	-47,223,561	-18,821,364

Parental Leave Utilization Status

Category		Unit	2022	2023	2024
Number of employees eligible for parental leave	Total	Person	528	608	554
	Male	Person	471	544	513
	Female	Person	57	64	41
Rate of employees eligible for parental leave		%	27.1	26.1	22.7
Number of employees using parental leave ¹⁾	Total	Person	23	24	33
	Male	Person	13	12	15
	Female	Person	10	12	18
Rate of parental leave usage among employees eligible for the benefit	Total	%	4.4	3.9	6.0
	Male	%	2.8	2.2	2.9
	Female	%	17.5	18.8	43.9
Number of employees due to return from parental leave	Total	Person	36	24	23
	Male	Person	21	15	11
	Female	Person	15	9	12
Number of employees who returned to work from parental leave ²⁾	Total	Person	34	21	22
	Male	Person	19	14	10
	Female	Person	15	7	12
Rate of employees who returned to work from parental leave ³⁾	Total	%	94.44	87.5	95.65
	Male	%	90.48	93.33	90.91
	Female	%	100	77.78	100
Number of employees who retained for more than 12 months after returning from parental leave ⁴⁾	Total	Person	15	30	20
	Male	Person	7	17	13
	Female	Person	8	13	7
Retention rate for those who worked for more than 12 months after returning from parental leave ⁵⁾	Total ⁶⁾	%	83.33	88.24	95.24
	Male ⁶⁾	%	87.50	89.47	92.86
	Female	%	80.00	86.67	100.00
Number of employees who left within 12 months after returning from parental leave	Total	Person	3	4	2
	Male	Person	1	2	2
	Female	Person	2	2	0

1) Criteria are based on the leave start date within the reporting year and may differ from those used in the business report

2) Based on the end date of leave (current year)

3) Based on those returning from leave

4) Based on the end date of leave (previous year)

5) Based on employees who returned from leave in the previous year, calculated as of year-end; 2023 data revised due to changes in the calculation methodology

6) Correction of 2023 data due to data entry errors

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Industrial Accidents(Employees)¹⁾

Category		Unit	2022	2023	2024
Total working hours	Total	Hour	3,662,000	4,090,000	4,080,000
	Regular	Hour	3,340,000	3,796,000	3,842,000
	Non-regular	Hour	322,000	294,000	238,000
Number of lost time injuries ^{2) 3)}	Total	Case	0	1	0
	Regular	Case	0	1	0
	Non-regular	Case	0	0	0
Industrial accident rate ^{2) 4)}	Total	%	0	0.0489	0
	Regular	%	0	0.0527	0
	Non-regular	%	0	0	0
Lost Time Injury Frequency Rate (LTIFR ^{2) 5)}	Total	-	0	0.2445	0
	Regular	-	0	0.2634	0
	Non-regular	-	0	0	0
Lost Time Injury Rate (LTIR ⁶⁾)	Total	-	0	0.0489	0
	Regular	-	0	0.0527	0
	Non-regular	-	0	0	0
Number of recordable injuries ⁷⁾ (Injuries + Illness)	Total	Case	0	1	1
	Regular ⁸⁾	Case	0	1	1
	Non-regular ⁹⁾	Case	0	0	0
Recordable work-related injury rate (Injuries + Illness)	%		0	0.0490	0.0490
Total Recordable Incident Rate (TRIR ¹⁰⁾)	Total	-	0	0.2445	0.2451
	Regular	-	0	0.2634	0.2603
	Non-regular	-	0	0	0

1) Based on the number of directly employed personnel as of the beginning of each year, applying 2,000 annual working hours from 2024 onward; excludes maritime employees

2) Correction of 2023 data due to a change in calculation methodology (inclusion of illness cases)

3) Number of industrial accidents among directly employed workers (excluding commuting-related incidents within the rugby team)

4) Industrial accident rate=(Number of industrial accidents among directly employed workers)/(Total number of full-time and non-regular workers)*(100)

5) Lost Time Injury Frequency Rate (LTIFR)=(Number of lost time injuries)/(Total working hours)*(1,000,000)

6) Based on the number of directly employed personnel (2022 : 1,670 persons; 2023 : 1,898 persons; 2024 : 1,921 persons)

7) Based on the number of directly employed personnel (2022 : 161 persons; 2023 : 147 persons; 2024 : 119 persons)

8) Lost Time Injury Rate (LTIR)=(Number of lost time injuries)/(Total working hours)*(200,000)

9) Recordable injuries include incidents requiring medical treatment, occupational illnesses, and any case requiring continued care as diagnosed by a physician

10) Total Recordable Incident Rate (TRIR)=(Number of recordable injuries)*(1,000,000)/(Total working hours)

Category		Unit	2022	2023	2024
Number of Near-Miss injuries ¹⁾	Total	Case	176	1,053	884
	Regular	Case	176	1,053	884
	Non-regular	Case	0	0	0
Number of high-consequence work-related injuries ²⁾	Case		0	0	0
Rate of high-consequence work-related injuries ³⁾	-		0	0	0
Number of work-related fatalities due to injuries ⁴⁾	Total	Person	0	0	0
	Regular	Person	0	0	0
	Non-regular	Person	0	0	0
Fatality rate due to work-related injuries ⁵⁾	Total	%	0	0	0
	Regular	%	0	0	0
	Non-regular	%	0	0	0
Number of work-related fatalities due to illnesses	Total	Person	0	0	0
	Regular	Person	0	0	0
	Non-regular	Person	0	0	0
Fatality rate due to work-related illnesses	Total	Person	0	0	0
	Regular	Person	0	0	0
	Non-regular	Person	0	0	0
Occupational Illness Frequency Rate (OIFR) ⁶⁾	Total	-	-	0.2445	0
	Regular	-	-	0.2634	0
	Non-regular	-	-	0	0
Percentage of employees eligible for regular health checkups	%		100	100	100

1) Number of Near-Miss cases reported in HGSMs

2) High-consequence work-related injuries refer to cases classified with a disability rating, including irrecoverable injuries such as limb amputation, or those unlikely to recover to pre-accident condition within 180 days (e.g., fractures with complications)

3) Rate of high-consequence work-related injuries=(Number of high-consequence work-related injuries)/(Total working hours)*(1,000,000)

4) Based on the number of direct employees

5) Based on the number of direct employees

6) OIFR(Occupational Illness Frequency Rate)=(Number of occupational illness cases)*(1,000,000)/(Total working hours)

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Industrial Accidents(Suppliers¹⁾²⁾

Category	Unit	2022	2023	2024
Total working hours ³⁾	Hour	6,025,760	5,890,560	5,820,000
Number of lost time injuries	Case	13	10	13
Industrial accident rate ⁴⁾	%	0.45	0.35	0.45
Lost Time Injury Frequency Rate (LTIFR)	-	2.16	1.70	2.23
Lost Time Injury Rate (LTIR)	-	0.43	0.34	0.45
Number of recordable injuries	Case	22	22	42
Recordable work-related injury rate	%	0.76	0.78	1.44
Total Recordable Incident Rate (TRIR)	-	3.65	3.73	7.22
Number of high-consequence work-related injuries	Case	2	0	0
Rate of high-consequence work-related injuries	-	0.33	0	0
Number of work-related fatalities	Person	0	0	0
Rate of work-related fatalities	%	0	0	0
Occupational Illness Frequency Rate (OIFR) ⁵⁾	-	-	-	0.17

1) Based on the number of on-site supplier employees (2022 : 2,897 persons; 2023: 2,832 persons; 2024: 2,910 persons)

2) Includes all manufacturing suppliers working on-site, excluding those not directly related to core business operations (e.g. cafeteria, security, and cleaning services)

3) The annual standard working hours were 2,080 hours for 2022-2023, revised to 2,000 hours in 2024

4) Industrial accident rate=(Number of industrial accidents among on-site suppliers)/(Total number of on-site supplier employees)*(100)

5) OIFR(Occupational Illness Frequency Rate)=(Number of occupational illness cases)/(1,000,000)/(Total working hours)

Number of accidents and disasters

Category	Unit	2022	2023	2024
Number of aviation accidents	Case	0	0	0
Number of road transport accidents	Case	59	107	212

Safety Accidents and Violation of Laws

Category	Unit	2022	2023	2024
Number of serious disaster accidents ¹⁾	Case	0	0	0
Violation of law	Number of violations	Case	0	1
	Fines ²⁾	KRW 1,000	0	0
	Penalties	KRW 1,000	0	0

1) Refers to cases involving at least one fatality, or two or more injuries resulting from the same incident that required medical treatment for a period exceeding six months

2) Rugby team fine imposed for failure to submit industrial accident report for player injury (November 2023)

→ Cancellation of administrative fine imposition due to internal revocation order from a higher administrative authority

Health and Safety Management System

Category	Unit	2022	2023	2024
Occupational Health and Safety Management System	Number of workplaces implementing Occupational Health and Safety Management processes (Risk Assessment)	ea.	-	-
	Number of workplaces certified by external Occupational Health and Safety Management System (Including regular internal audits)	ea.	-	-
	Number of workplaces covered by Occupational Health and Safety Management System	ea.	-	-
Employees covered by the Occupational Health and Safety Management System	Number of employees covered by the Occupational Health and Safety Management System ¹⁾	Person	-	-
	Percentage of employees covered by the Occupational Health and Safety Management System ¹⁾	%	-	-
	Number of supplier workers covered by the Occupational Health and Safety Management System ²⁾	Person	2,897	2,832
	Percentage of supplier workers covered by the Occupational Health and Safety Management System	%	-	-

1) Although maritime employees were excluded when calculating the data based on the number of directly employed personnel, they are also included within the scope of the Occupational Health and Safety Management System

2) Supplier workers: All workers from manufacturing suppliers who are stationed on company premises

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Number of Participating Supplier employees¹⁾

Category		Unit	2022	2023	2024
Human Rights Risk Assessment of Workplaces	Number of workplaces that have conducted human rights risk assessments	ea.	-	48	55
	Number of workplaces where human rights risks were identified	ea.	-	0	0
	Number of identified human rights risks	ea.	-	-	0
	Percentage of workplaces with mitigation/improvement actions taken	%	-	100	100
	Number of workplaces identified with risks of child labor or forced labor	ea.	-	-	0
	Number of workplaces identified with risks of violating workers' freedom of association and collective bargaining	ea.	-	-	0
Human Rights Risk Assessment of Suppliers	Number of suppliers that have conducted human rights risk assessments	ea.	-	384	265
	Number of suppliers that conducted on-site assessments	ea.	-	30	30
	Number of suppliers where human rights risks were identified ²⁾	ea.	-	0	5
	Percentage of suppliers with mitigation/improvement actions taken	%	-	100	100

1) Implementation of human rights risk assessment starting in 2023

2) Suppliers rated D or below

Human Rights Education

Category	Unit	2022	2023	2024
Average training time per person ¹⁾	Hour	2.00	3.15	2.52
Improving awareness of the disabled ¹⁾²⁾	Person	1,778	1,912	1,915
Prevention of sexual harassment and harassment at workplaces ¹⁾²⁾	Person	1,778	1,912	1,915

1) Correction of 2022-2023 data due to changes in calculation standards

2) All domestic employees excluding dispatched workers

Cases of Human Rights Violations

Category		Unit	2022	2023	2024
Report on Human Rights ¹⁾	Operation of Human Rights Reporting System	Y/N	Y	Y	Y
	Number of reports and received cases ¹⁾	Case	15	17	15
	Number of cases processed	Case	15	17	15
	Processing rate of reports and received cases	%	100	100	100
Human Rights Violations	Number of violations	Case	0	0	0
	Fines	KRW 1,000	0	0	0
	Penalties	KRW 1,000	0	0	0

1) Correction of 2023 data due to data errors, grievances raised through the labor-management council not included

Customer Satisfaction

Category	Unit	2022	2023	2024
General Customer	Point	94.7	95.0	94.0
Corporate Customer	Point	87.9	90.9	92.9

Service Quality Training

Category	Unit	2022	2023	2024
Total Number of Participants ¹⁾	Person	1,417	996	1,157
Number of Participating employees ¹⁾	Person	237	238	172
Number of Participating Supplier employees ¹⁾	Person	1,180	758	985

1) Participants from employees or suppliers in Service Quality Training and 'Zoom-in' Sessions

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Supplier Screening

Category	Unit	2022	2023	2024
Total number of suppliers ¹⁾	ea.	1,327	1,108	1,126
Tier-1 suppliers	Total number of suppliers ²⁾	ea.	1,327	1,108
	Total spend on suppliers	KRW 100 million	67,241	38,065
	Total number of significant supplier	ea.	110	101
	Total spend on significant suppliers	KRW 100 million	21,635	12,235
Non-Tier-1 suppliers	Total number of significant suppliers	ea.	0	0
Total number of significant suppliers	ea.	110	101	102

1) Supplier management system is being enhanced based on the EU Corporate Sustainability Due Diligence Directive (CSDDD) (2025~)

2) Direct suppliers

Supplier Support Program

Category	Unit	2022	2023	2024
Support for Strengthening ESG Capabilities of suppliers	Number of suppliers implementing ethics/environment/safety training	ea.	462	426
	Amount of support for ESG Capacity building of suppliers ¹⁾	KRW million	-	-
Support for the safety of truck drivers	Number of Safety supports installed ²⁾	ea.	38	55
	Number of safety equipment distributed – Subtotal	ea.	2,311	5,909
	Number of safety equipment distributed – Vest	ea.	1,164	2,338
	Number of safety equipment distributed – Safety helmets	ea.	-	1,193
	Number of safety equipment distributed – Safety shoes	ea.	1,147	2,378
Amount raised for Mutual cooperation prosperity funds	KRW 100 million	-	0.73	1.13
Supplier Grievance Handling Program	Number of received cases	Case	-	23
	Processing rate	%	-	100

1) Amount allocated for ESG consulting support to suppliers

2) Correction of 2023 data due to expansion of data coverage

Results of Supply Chain Sustainability Risks Diagnosis

Category	Unit	2024
Number(Percentage) of suppliers assessed via desk assessments	Tier-1 suppliers	ea.(%)
	Significant suppliers	ea.(%)
Number(Percentage) of suppliers assessed via on-site assessments	Tier-1 suppliers	ea.(%)
	Significant suppliers	ea.(%)
Number(Percentage) of suppliers assessed with substantial actual/potential negative impacts ^{1) 2)}	Tier-1 suppliers	ea.(%)
	Significant suppliers	ea.(%)
Number(Percentage) of suppliers assessed with substantial actual/potential negative impacts agreed corrective action/improvement plan	Tier-1 suppliers	ea.(%)
	Significant suppliers	ea.(%)
Number(Percentage) of suppliers supported in corrective action plan implementation	Tier-1 suppliers	ea.(%)
	Significant suppliers	ea.(%)
Number of suppliers with substantial actual/potential negative impacts that were terminated	ea.	0

1) In cases where any one of the safety/environmental/human rights criteria fails to meet the minimum standards

2) Suppliers identified with negative impacts through desk/on-site assessments

Logistics Talent Training

Category	Unit	2022	2023	2024
Number of courses opened for logistics talent training	Program	54	57	60
Number of participants in logistics talent training	Person	2,085	2,358	2,121

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Governance

Board Composition

Category	Unit	2022	2023	2024
Total Number of Board Members	Person	9	9	9
Inside directors	Person	2	2	2
Outside directors	Person	5	5	5
Other non-standing director directors	Person	2	2	2
Inside directors ratio	%	22	22	22
Outside directors ratio	%	56	56	56
Other non-standing directors ratio	%	22	22	22

Board Diversity

Category		Unit	2022	2023	2024
Age	Under 30	Person	0	0	0
	Between 30 and 50	Person	1	0	1
	Over 50	Person	8	9	8
Gender	Number of male directors	Person	8	8	8
	Number of female directors	Person	1	1	1
	Female director ratio	%	11	11	11
Average tenure of board members ¹⁾		Year	2.77	2.88	3.88
Number of independent or non-executive members with industry experience		Person	3	4	3

1) Tenure is calculated on a calendar year basis.

Board of Directors Operation Status

Category	Unit	2022	2023	2024
Average attendance rate of the Board of Directors	%	94.0	94.5	87.7
Attendance rate of inside directors	%	95.0	77.8	100
Attendance rate of outside directors	%	100	96.7	93.3
Attendance rate of other non-standing directors	%	77.9	85.0	61.1

Board Reporting Items and Resolutions ¹⁾

Category	Unit	2022	2023	2024
Number of board meetings held	Time	10	10	9
Resolution agenda	Case	30	27	26
Report agenda	Case	23	25	31
Total number of agenda items	Case	53	52	57

1) Includes reported matters not disclosed in the annual report

Agenda related to sustainable management

Category	Unit	2022	2023	2024
Environmental management and climate change related ¹⁾	Case	3	5	5
Non-financial risk review and approval ¹⁾	Case	3	5	5
Related to anti-corruption and compliance ²⁾	Case	2	2	3
Sustainability management related ³⁾	Case	1	1	1
Safety and health related ⁴⁾	Case	2	2	2
Community risks and issues ⁵⁾	Case	0	1	0

1) ESG promotion status, eco-friendly ship scrapping policy implementation status, carbon neutrality plan, response to maritime environmental regulations, etc

2) Matters related to the fair trade compliance program

3) Ship investment, scrubber investment, and increase in hydrogen electric trucks

4) Safety plan approval, safety and health management status report, etc.

5) Issues related to the Israel/Hamas situation, local community matters, etc.

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Governance

Board Evaluation

Category	Unit	2022	2023	2024
Conduct of self-evaluation	Y/N	Y	Y	Y
Board of Directors Evaluation Results ¹⁾	Roles and Responsibilities	Point	4.3	4.6
	Composition and Independence	Point	4.5	4.6
	Operations, Agenda, and Accessibility of Information	Point	4.4	4.3

1) Score out of 5

Board Committees - Audit committee

Category	Unit	2022	2023	2024
Total members	Person	4	4	4
Inside directors	Person	0	0	0
Outside directors	Person	4	4	4
Inside directors ratio	%	0	0	0
Outside directors ratio	%	100	100	100
Number of meetings	Case	8	8	6
Number of agenda items to be resolved ¹⁾	Case	8	8	6
Attendance rate	%	91.68	100	100
Whether the chairman has accounting or financial expertise	Y/N	Y	Y	Y
Committee members have accounting or financial expertise	Person	2	2	1
Whether training necessary for the performance of audit committee duties is provided	Y/N	Y	Y	Y
Whether or not the right to consent to appointment or dismissal is granted to the person in charge of the internal audit department, etc.	Y/N	Y	Y	Y
Prior review and approval of non-audit service contracts	Y/N	Y	Y	Y

1) Reporting agenda not included

Board Committees - Corporate Governance & Communications Committee

Category	Unit	2022	2023	2024
Total members	Person	5	5	5
Inside directors	Person	0	0	0
Outside directors	Person	5	5	5
Inside directors ratio	%	0	0	0
Outside directors ratio	%	100	100	100
Number of meetings	Case	9	8	8
Number of agenda items to be resolved ¹⁾	Case	17	12	16
Attendance rate	%	97.78	92.50	97.50

1) Reporting agenda not included

Board Committees - Outside Director Nominee Recommendation Committee

Category	Unit	2022	2023	2024
Total members	Person	4	4	4
Inside directors	Person	1	1	1
Outside directors	Person	3	3	3
Inside directors ratio	%	25	25	25
Outside directors ratio	%	75	75	75
Number of meetings	Case	0	1	2
Number of agenda items to be resolved ¹⁾	Case	-	1	3
Attendance rate ²⁾	%	-	75	100

1) Reporting agenda not included

2) One Inside directors was absent in 2023

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Governance

Ratio of the total annual compensation of the highest-paid individual to the average total annual compensation of all employees

Category	Unit	2022	2023	2024
CEO's total annual compensation ¹⁾	KRW million	1,992	1,090	1,100
CEO's annual total salary increase	%	67	-45	1
Average annual total compensation of all executives and employees ²⁾	KRW million	84	96	107
CEO's total annual compensation compared to average compensation of the entire executives and employees	Time	23.7	11.4	10.3
Annual total average salary increase rate for all executives and employees	%	12	14	11

1) Total basic salary of CEO Kyoo Bok Lee in 2023: KRW 576 million

2) Written based on Hyundai Glovis HR's own management standards (based on earned income for the relevant year) (excluding the CEO)

Shareholder Rights Protection

Category	Unit	2022	2023	2024
Adoption of written voting system	Y/N	Y	Y	Y
Adoption of electronic voting system	Y/N	Y	Y	Y
Proxy solicitation for all shareholders	Y/N	Y	Y	Y
Advance notification of agenda items	Y/N	Y	Y	Y
Whether the status of voting rights at the regular general shareholders' meeting is disclosed	Y/N	Y	Y	Y

Dividend status¹⁾

Category	Unit	2022	2023	2024
Total Shares Issued ²⁾	Share	37,500,000	37,500,000	75,000,000
Face value per share	KRW	500	500	500
(Consolidated) Net profit ³⁾	KRW million	1,189,821	1,061,133	1,093,860
(Consolidated) Earnings per share	KRW	15,864	14,148	14,585
Total amount of cash dividends	KRW million	213,750	236,250	277,500
(Consolidated) Cash dividend payout ratio	%	18.0	22.3	25.4
(Separate) Cash dividend payout ratio	%	17.7	27.8	24.7
Dividend per share ⁴⁾	KRW	5,700	6,300	3,700
Dividend yield	%	3.3	3.4	2.9

1) No stock dividends

2) As of June 28, 2024, the Company resolved to implement a 1:1 bonus issue, with the record date set for July 15, 2024. Accordingly, 37,500,000 additional shares (par value KRW 500) were listed on the Korea Exchange on August 2, 2024.

3) Consolidated net profit is attributable to the ownership shares

4) The 2024 dividend per share is calculated based on the post-bonus issue share structure, following the 1:1 bonus issue executed in June 2024.

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Governance

Ethics and compliance training

Category		Unit	2022	2023	2024
Ethics education	Number of participants ¹⁾	Person	267	240	140
	Completion time	Hour	133.5	120	70
	Completion rate ¹⁾	%	100	100	100
Compliance training	Number of participants ²⁾	Person	720	846	563
	Completion time	Hour	586.5	726	515
	Completion rate ²⁾	%	100	100	100
Education related to ethical management, fair trade, and contract law	New employee	Time	2	3	2
	Experienced employee	Time	2	3	2
ISO37001 anti-corruption training		Time	1	1	1
ISO37001 internal auditor training		Time	1	1	1

1) Number of employees (new employees/experienced employees) who completed ethics management training. From 2024, includes number of local business site managers who completed ethics training

2) Number of employees (new employees/experienced employees) and related department employee who completed fair trade compliance training

Ethics and Compliance Campaign

Category		Unit	2022	2023	2024
Number of ethics and compliance campaigns implemented		Case	10	10	10

Ethics and Compliance Audit

Category		Unit	2022	2023	2024
Anti-corruption plan	Whether a plan is established and implemented	Y/N	Y	Y	Y
	Whether to report to the board of directors	Y/N	Y	Y	Y
Number of business sites assessed for corruption risks ¹⁾		Site	-	-	1

1) Corruption risk assessment conducted for headquarters

Number of reported cases and actions taken related to violations of the code of ethics

Category		Unit	2022	2023	2024
Number of Code of Ethics breaches and reports received	Total	Case	11	61	51
	Corruption and Bribery	Case	2	2	2
	Discrimination and Harassment	Case	2	3	2
	Customer Privacy Data	Case	0	0	0
	Conflicts of Interest	Case	0	0	0
	Money Laundering and Insider trading	Case	0	0	0
	Others	Case	7	56	47
	Total	Case	11	61	32
Action status ¹⁾	Light disciplinary actions	Case	6	53	25
	Severe disciplinary actions	Case	3	2	3
	Disciplinary dismissal and resignation	Case	2	6	4
	Number of business relationships with suppliers that were terminated or not renewed	Case	0	0	0

1) In 2024, among the reported cases related to the Code of Ethics, 32 cases were confirmed as actual breaches, all of which (100%) were addressed through disciplinary or corrective actions

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Governance

Compliance with laws and regulations

Category	Unit	2022	2023	2024
Total number of incidents of non-compliance with laws and regulations	Case	-	-	0
Total number of monetary sanctions imposed	Case	-	-	0
Total number of non-monetary sanctions imposed	Case	-	-	0

Status of violations of anti-corruption laws and measures taken

Category	Unit	2022	2023	2024
Unfair trade practices such as anti-competitive practices and monopolies	Case	0	0	0
Monetary sanctions for violations of laws and regulations	Case	0	0	0
Violation of laws related to franchise business	Case	0	0	0
Violation of laws related to agency transactions	Case	0	0	0
Fines and settlements related to anti-trust and anti-competitive practices	KRW 100 million	0	0	0
Litigation costs and fines due to price fixing	KRW 100 million	0	0	0

Information Protection Education¹⁾

Category		Unit	2022	2023	2024
Information Security Education	Number of participants	Person	1,714	1,964	2,037
	Number of completing participants	Person	1,485	1,884	2,009
	Completion rate	%	87	96	99
Personal Data Protection Education	Number of participants	Person	254	231	235
	Number of completing participants	Person	231	181	216
	Completion rate	%	91	78	92

1) Excludes employees on leave or resigned

Information Protection Management System

Category	Unit	2022	2023	2024
ISO27001 (Information Security Management System) certification	Y/N	Y	Y	Y
ISO27001 (Information Security Management System) Application Rate	%	100	100	100

Status of Information Security Violations

Category		Unit	2022	2023	2024
Number of substantiated complaints concerning breaches of customer privacy	Complaints received from outside parties and substantiated by the organization	Case	0	0	0
	Complaints from regulatory bodies ¹⁾	Case	0	0	0
	Total number of identified leaks, thefts, or losses of customer data	Case	0	0	0
Information Security Breach	Total number of breaches ²⁾	Case	0	0	0
Violation of law	Number of customer information protection violations	Case	0	0	0
	Information protection violation fine amount	KRW 1000	0	0	0

1) Complaints received from national agencies, including the Personal Information Protection Commission

2) Data breach refers to any incident in which an unauthorized individual accesses confidential or sensitive information pertaining to the organization or its stakeholders

ESG Factbook

G-MARINE SERVICE (Subsidiary)

Employee Status

Category			Unit	2022	2023	2024
Total number of employees			Person	124	123	118
Gender	Male	Number of employees	Person	114	114	108
		Percentage of employees	%	91.94	92.68	91.53
	Female	Number of employees	Person	10	9	10
		Percentage of employees	%	8.06	7.32	8.47
Employment type	Regular employees	Total	Person	118	120	115
		Male	%	95.16	97.56	97.46
		Female	Person	6	3	3
		Non-regular employees	Subtotal	%	2.44	2.54
	Temporary workers ¹⁾		Person	15	13	15
	Fixed-term workers ²⁾		Person	6	3	3
	Part-time workers		Person	0	0	0
	Dispatched workers		Person	9	10	12
Age	Under 30	Number of employees	Person	14	14	21
		Percentage of employees	%	11.29	11.38	17.80
	Between 30 and 50	Number of employees	Person	90	89	82
		Percentage of employees	%	72.58	72.36	69.49
	Over 50	Number of employees	Person	20	20	15
		Percentage of employees	%	16.13	16.26	12.71

Category			Unit	2022	2023	2024
Nationality	Domestic	Number of employees	Person	124	123	118
		Percentage of employees	%	100	100	100
	Overseas	Number of employees	Person	0	0	0
		Percentage of employees	%	0	0	0
	Asia(Outside South Korea)	Number of employees	Person	0	0	0
	Europe/CIS	Number of employees	Person	0	0	0
	Americas/Pacific	Number of employees	Person	0	0	0
	Africa	Number of employees	Person	0	0	0
	Others	Number of employees	Person	0	0	0
Rank and position	Executives	Number of employees(executive management ³⁾)	Person	3	3	3
	Responsibility Manager	Total	Person	73	77	72
		Number of male employees	Person	70	74	69
		Number of female employees	Person	3	3	3
	Manager	Number of employees	Person	48	43	43

1) Temporary workers refer to the total number of fixed-term, part-time, and dispatched workers

2) General contract employees

3) Executive positions within two reporting levels of the CEO

ESG Factbook

G-MARINE SERVICE (Subsidiary)

Employee Diversity

Category	Unit	2022	2023	2024
Total number of female employees	Person	10	9	10
Status of female employees by employment type	Regular	7	8	8
	Non-regular	3	1	2
Status of female employees by position	Senior Management	0	0	0
	Position holders ¹⁾	0	0	0
	Revenue-generating department	7	7	8
	Revenue-generating department – Managerial ²⁾ employees	0	0	0
	Percentage of Managerial employees in Revenue-generating department	%	0	0
	STEM department ³⁾	0	0	0
Other diversity	Percentage of disabled employees ⁴⁾	3	3	2
	Percentage of disabled employees ⁴⁾	2.42	2.44	1.69
	Number of employees who are national honorees	2	2	2
	Percentage of employees who are national honorees	%	1.61	1.63
	Number of foreign employees	0	0	0
	Percentage of foreign employees	%	0	0

1) Team leaders, office managers, etc.

2) Senior management + Position holders

3) Science, Technology, Engineering, Mathematics

4) Correction of 2023 data due to data entry errors

New Hires

Category			Unit	2022	2023	2024
Total number of new hires			Person	26	15	13
Gender	Male	Number of employees	Person	22	15	12
		Percentage of employees	%	84.62	100	92.31
	Female	Number of employees	Person	4	0	1
		Percentage of employees	%	15.38	0	7.69
Nationality	Domestic	Number of employees	Person	26	15	13
		Percentage of employees	%	100	100	100
	Overseas	Number of employees	Person	0	0	0
		Percentage of employees	%	0	0	0
Age	Under 30	Number of employees	Person	11	5	6
		Percentage of employees	%	42.31	33.33	46.15
	Between 30 and 50	Number of employees	Person	15	9	6
		Percentage of employees	%	57.69	60.00	46.15
	Over 50	Number of employees	Person	0	1	1
		Percentage of employees	%	0	6.67	7.69
Employment type	Entry-level	Number of employees	Person	1	0	0
		Percentage of employees	%	3.85	0	0
	Experienced	Number of employees	Person	23	14	11
		Percentage of employees	%	88.46	93.33	84.62
	Contract positions	Number of employees ¹⁾	Person	2	1	2
		Percentage of employees	%	7.69	6.67	15.38
Average Recruitment Cost ²⁾			KRW	48,844	57,630	42,124
Open positions filled by internal candidates ³⁾			%	0	13.0	33.3

1) Including interns

2) Average Recruitment Cost=(Total expenditure used during the hiring process)/(Total number of hires)

3) Open positions filled by internal candidates=(Number of internal transfers)/(Number of internal transfers+Number of experienced hires)*(100)

ESG Factbook

G-MARINE SERVICE (Subsidiary)

Turnovers and Retirement

Category			Unit	2022	2023	2024
Total number of job changers			Person	19	18	16
Total turnover rate			%	15.32	14.63	13.56
Nationality	Domestic	Number of employees	Person	19	18	16
		Percentage of employees	%	100	100	100
	Overseas	Number of employees	Person	0	0	0
		Percentage of employees	%	0	0	0
Age	Under 30	Number of employees	Person	6	5	0
		Percentage of employees	%	31.58	27.78	0
	Between 30 and 50	Number of employees	Person	11	11	11
		Percentage of employees	%	57.89	61.11	68.75
	Over 50	Number of employees	Person	2	2	5
		Percentage of employees	%	10.53	11.11	31.25
Total number of voluntary job changers ¹⁾			Person	18	8	12
Total voluntary turnover rate			%	14.52	6.50	10.17

1) Excluding the number of involuntary job changes due to contract expiration, disciplinary dismissal, etc.

Human Rights Education

Category			Unit	2022	2023	2024
Average training time per person			Hour	4.97	3.45	3.00
Improving awareness of the disabled			Person	114	125	133
Prevention of sexual harassment and harassment at workplaces			Person	114	125	133

Employee Education and Training

Category		Unit	2022	2023	2024
Number of trainees	Total	Person	124	123	118
	Male	Person	114	114	108
	Female	Person	10	9	10
Training hours	Total	Hour	2,211	3,208	4,621
	Male	Hour	2,082	2,879	4,261
	Female	Hour	129	329	360
Training hours per person	Average of total employees	Hour	17.83	26.08	39.16
	Male	Hour	18.26	25.25	39.45
	Female	Hour	12.90	36.56	36.00
	Domestic employees	Hour	15.50	23.10	39.16
	Overseas employees	Hour	0	0	0
	Executives ¹⁾	Hour	25.66	19.33	33.30
	Middle manager level ²⁾	Hour	16.21	30.00	25.86
	General employees	Hour	14.90	22.50	41.03
Training cost per person	Average of total employees	KRW 10,000	25.00	22.76	73.25
	Male	KRW 10,000	22.48	20.29	74.97
	Female	KRW 10,000	10.03	17.46	54.70
	Executives ¹⁾	KRW 10,000	116.30	71.29	248.17
	Middle manager level ²⁾	KRW 10,000	28.25	33.50	64.40
	General employees	KRW 10,000	16.13	16.08	65.65
Total training cost		KRW 100 million	0.31	0.28	0.46

1) Management level

2) Corporate head, team leader, office manager, etc.

ESG Certification Status

Status of Certification by Worksite

Category			Certification Validity Period
ISO14001 (Environmental Management System)	Worksites in Korea	Headquarters, Dangjin Business Office, Gwangyang Business Office, Hyangnam Port Processing Center, Incheon Business Office, Pohang Business Office, Ulsan Business Office, Pyoungtaek Port Processing Center, Chungju Vehicle Release Center, Seosan Vehicle Release Center, Mokpo Port Processing Center, Asan KD Business 1 Center, Asan KD Business 2 Center, Jeonju C/C, Ulsan 1C/C, Ulsan 2C/C, Ulsan KD Business Center, Autobell Bundang Center, Autobell Sihwa Center, Autobell Yangsan Center, Jeju Processing Center	October 27. 2023 to December 19. 2025
	Worksites in Overseas	Glovis Alabama, Glovis Georgia, Glovis Mexico, Glovis Brazil, Glovis Czech, Glovis Slovakia, Glovis Turkey, Glovis India, Glovis Anantapur, Glovis Indonesia	
ISO45001 (Health and Safety Management System)	Worksites in Korea	Headquarters, Dangjin Business Office, Gwangyang Business Office, Hyangnam Port Processing Center, Incheon Business Office, Pohang Business Office, Ulsan Business Office, Pyoungtaek Port Processing Center, Chungju Vehicle Release Center, Seosan Vehicle Release Center, Mokpo Port Processing Center, Asan KD Business 1 Center, Asan KD Business 2 Center, Jeonju C/C, Ulsan 1C/C, Ulsan 2C/C, Ulsan KD Business Center, Autobell Bundang Center, Autobell Sihwa Center, Autobell Yangsan Center, Jeju Processing Center	October 5. 2024 to October 4. 2027
	Worksites in Overseas	Glovis Alabama, Glovis Georgia, Glovis Mexico, Glovis Brazil, Glovis Czech, Glovis Slovakia, Glovis Turkey, Glovis India, Glovis Anantapur	
ISO9001 (Quality Management System)	Worksites in Korea	Headquarters, Dangjin Business Office, Gwangyang Business Office, Hyangnam Port Processing Center, Incheon Business Office, Pohang Business Office, Ulsan Business Office, Pyoungtaek Port Processing Center, Chungju Vehicle Release Center, Seosan Vehicle Release Center, Mokpo Port Processing Center, Asan KD Business 1 Center, Asan KD Business 2 Center, Jeonju C/C, Ulsan 1C/C, Ulsan 2C/C, Ulsan KD Business Center, Autobell Bundang Center, Autobell Sihwa Center, Autobell Yangsan Center, Jeju Processing Center	October 27. 2023 to December 19. 2025
ISO27001 (Information Security Management System)	Domestic headquarters (Central Functions)		November 23. 2023 to November 22. 2026
ISO37301/37001 (Compliance Management/ Anti-Bribery Management System)	Domestic headquarters (Central Functions)		December 10. 2024 to December 9. 2027

GRI Standards 2021 Index

Statement of Use

Hyundai Glovis has reported in accordance with the GRI Standards for the period from January 1, 2024 to December 31, 2024.

GRI 1 Used

GRI 1 : FOUNDATION 2021

Applicable GRI Sector Standard

Not Applicable (As of June 2025, the specific industry standards for the logistics that apply to Hyundai Glovis has not been released.

Universal Standards

No.	Disclosure	Location	Note
2-1	Organizational details	6, 8-9	
2-2	Entities included in the organization's sustainability reporting	2	
2-3	Reporting period, frequency and contact point	2	
2-4	Restatements of information	Any revisions, including changes to standards or figures, have been noted through comments.	
2-5	External assurance	138-140	
2-6	Activities, value chain and other business relationships	6-9, 25, 27	No significant changes have been identified.
2-7	Employees	106	
2-8	Workers who are not employees	106	
2-9	Governance structure and composition	12, 79-80, 84	
2-10	Nomination and selection of the highest governance body	81	
2-11	Chair of the highest governance body	79, 82	
2-12	Role of the highest governance body in overseeing the management of impacts	12, 84	
2-13	Delegation of responsibility for managing impacts	12, 84	
2-14	Role of the highest governance body in sustainability reporting	12, 16, 84	
2-15	Conflicts of interest	79-80, 82-83	

No.	Disclosure	Location	Note
2-16	Communication of critical concerns	82	
2-17	Collective knowledge of the highest governance body	81	
2-18	Evaluation of the performance of the highest governance body	83	
2-19	Remuneration policies	83	For further details, refer to the Annual Report
2-20	Process to determine remuneration	83	No Compensation Committee has been established.
2-21	Annual total compensation ratio	118	
2-22	Statement on sustainable development strategy	5	
2-23	Policy commitments	21, 29-30, 41, 53, 62, 66, 70, 73, 87-88, 95-96	
2-24	Embedding policy commitments	21, 29-30, 41, 53, 62, 66, 70, 73, 87-88, 95-96	
2-25	Processes to remediate negative impacts	65, 91-92	
2-26	Mechanisms for seeking advice and raising concerns	65, 91	
2-27	Compliance with laws and regulations	91, 119-120	
2-28	Membership associations	102	
2-29	Approach to stakeholder engagement	15	
2-30	Collective bargaining agreements	46	

GRI Standards 2021 Index

Material Topic Standards

No.	Disclosure	Location	Note
3-1	Process to determine material topics	16	
3-2	List of material topics	16	

Material Topic 1. Climate change

Category	No.	Disclosure	Location	Note
GRI 3: Material Topics 2021	3-3	Management of material topics	17, 21-28	
GRI 302: Energy 2016	302-1	Energy consumption within the organization	28, 103	
	302-3	Energy intensity	28, 103	
GRI 305: Emissions 2016	305-1	Direct (Scope 1) GHG emissions	28, 103	
	305-2	Energy indirect (Scope 2) GHG emissions	28, 103	
	305-3	Other indirect (Scope 3) GHG emissions	28, 103	
	305-4	GHG emissions intensity	28, 103	
	305-5	Reduction of GHG emissions	25	

Material Topic 2. Health & Safety

Category	No.	Disclosure	Location	Note
GRI 3: Material Topics 2021	3-3	Management of material topics	18, 29-40	
GRI 403: Occupational Health & Safety 2018	403-1	Occupational health and safety management system	32, 40, 113	
	403-2	Hazard identification, risk assessment, and incident investigation	33	
	403-3	Occupational health services	35	
	403-4	Worker participation, consultation, and communication on occupational health and safety	29, 38	
	403-5	Worker training on occupational health and safety	34	
	403-6	Promotion of worker health	35	
	403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	30, 34-36	
	403-8	Workers covered by an occupational health and safety management system	40, 113	
	403-9	Work-related injuries	39-40, 112-113	
	403-10	Work-related ill health	39-40, 112-113	

Material Topic 3. Human Capital Development

Category	No.	Disclosure	Location	Note
GRI 3: Material Topics 2021	3-3	Management of material topics	19, 41-50	
GRI 401: Employment 2016	401-1	New employee hires and employee turnover	108-109	
	401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	48	
	401-3	Parental leave	50, 111	
GRI 404: Training & Education 2016	404-1	Average hours of training per year per employee	49, 110	
	404-2	Programs for upgrading employee skills and transition assistance programs	42-43	
	404-3	Percentage of employees receiving regular performance and career development reviews	49, 110	
GRI 405: Diversity & Equal Opportunity 2016	405-1	Diversity of governance bodies and employees	106-108, 116	Annual Report 334
	405-2	Ratio of basic salary and remuneration of women to men	49, 110	

Non-Material Topic Standards

No.	Disclosure	Location	Note
303-3	Water withdrawal	60, 105	
303-4	Water discharge	105	
303-5	Water consumption	105	
306-1	Waste generation and significant waste-related impacts	56-57, 105	
306-2	Management of significant waste-related impacts	56-57, 105	
306-3	Waste generated	57, 105	
306-4	Waste diverted from disposal	57, 105	
308-2	Negative environmental impacts in the supply chain and actions taken	67, 115	
414-2	Negative social impacts in the supply chain and actions taken	67, 115	

SASB Index (Air Freights & Logistics)

Table 1. Sustainability Disclosure Topics & Metrics

Topic	Metric	Code	Unit	Page	Note
Greenhouse Gas Emissions	Gross global Scope 1 emissions	TR-AF-110a.1	tCO ₂ eq	28, 103	
	Discussion of long- and short-term strategy or plan to manage Scope 1 emissions, emissions reduction targets, and an analysis of performance against those targets	TR-AF-110a.2	-	23-24, 28, 103	
	Fuel consumed by (1) road transport, percentage (a) natural gas and (b) renewable, and (2) air transport, percentage (a) alternative and (b) sustainable	TR-AF-110a.3	GJ/%	- -	
Air Quality	Air emissions of the following pollutants: (1) NOx (excluding N2O), (2) SOx , and (3) particulate matter (PM10)	TR-AF-120a.1	ton	-	
Labour Practices	Percentage of drivers classified as independent contractors	TR-AF-310a.1	%	-	
	Total amount of monetary losses as a result of legal proceedings associated with labour law violations	TR-AF-310a.2 ¹⁾	KRW million	-	No incidents of labor law violations
Workforce Health & Safety	(1) Total recordable incident rate (TRIR) and (2) fatality rate for (a) direct employees and (b) contract employees	TR-AF-320a.1	%	39-40, 112-113	
Supply Chain Management	Total greenhouse gas (GHG) footprint across transport modes	TR-AF-430a.2	tCO ₂ eq	-	
	Discussion of policies and strategies to identify, assess and manage business disruption risks associated with contract carrier safety	TR-AF-430a.3	-	67-69	
Accident & Safety Management	Description of implementation and outcomes of a Safety Management System	TR-AF-540a.1	-	29-38	
	Number of aviation accidents	TR-AF-540a.2	Number	40, 113	
	Number of road accidents and incidents	TR-AF-540a.3	Number	40, 113	

1) TR-AF-310a.2: The entity shall briefly describe the nature, context and any corrective actions taken because of monetary losses.

Table 2. Activity Metrics

Metric	Code	Unit	Page	Note
Revenue tonne-kilometres (RTK) for: (1) road transport and (2) air transport	TR-AF-000.A ¹⁾	RTK	-	
Load factor for: (1) road transport and (2) air transport	TR-AF-000.B ²⁾	%	-	
Number of employees, number of truck drivers	TR-AF-000.C	Person	106-108	

1) TR-AF-000.A: RTK is computed by multiplying the vehicle-kilometres travelled on each leg by the number of tonnes of revenue traffic carried on that leg.

2) TR-AF-000.B: Load factor is a measure of capacity utilisation and is calculated as kilometres travelled by cargo divided by total kilometres travelled.

ESRS Index

The reporting locations for the disclosure requirements under ESRS 2 and the topical standards have been indicated. However, the disclosure requirement tables for E2, E3, E4, E5, S2, S3, S4, and G1 which were not identified as material topics have been excluded.

ESRS 2. General Disclosures

Indicator No.	Title	Page	Note
ESRS 2 BP-1	General basis for preparation of the sustainability statements	2	
ESRS 2 BP-2	Disclosures in relation to specific circumstances	102-123	Any identified errors or required corrections within the report have been noted in the form of comments.
ESRS 2 GOV-1	The role of the administrative, management and supervisory bodies	12, 79-81, 84, 116	
ESRS 2 GOV-2	Information provided to and sustainability matters addressed by the undertaking's administrative, management and supervisory bodies	12, 82, 116	
ESRS 2 GOV-3	Integration of sustainability-related performance in incentive schemes	21, 29	
ESRS 2 GOV-4	Statement on due diligence	12, 63, 67, 89, 92	
ESRS 2 GOV-5	Risk management and internal controls over sustainability reporting	12	
ESRS 2 SBM-1	Strategy, business model and value chain	6-9, 25, 27	
ESRS 2 SBM-2	Interests and views of stakeholders	15	
ESRS 2 SBM-3	Material impacts, risks and opportunities and their interaction with strategy and business model	17-19	
ESRS 2 IRO-1	Description of the process to identify and assess material impacts, risks and opportunities	16	
ESRS 2 IRO-2	Disclosure requirements in ESRS covered by the undertaking's sustainability statement	16, 128-130	

ESRS Index

ESRS E1. Climate Change

Indicator No.	Title	Page	Note
ESRS 2 GOV-3	Integration of sustainability-related performance in incentive schemes	21	
ESRS E1-1	Transition plan for climate change mitigation	23-24	
ESRS 2 SBM-3	Material impacts, risks and opportunities and their interaction with strategy and business model	22	
ESRS IRO-1	Description of the processes to identify and assess material climate-related impacts, risks and opportunities	-	For additional context, refer to the TCFD Report.
ESRS E1-2	Policies related to climate change mitigation and adaptation	-	For additional context, refer to the Environmental Management Policy.
ESRS E1-3	Actions and resources in relation to climate change policies	25-27	
ESRS E1-4	Targets related to climate change mitigation and adaptation	23-24	
ESRS E1-5	Energy consumption and mix	28, 103	
ESRS E1-6	Gross Scopes 1, 2, 3 and Total GHG emissions	28, 103	
ESRS E1-7	GHG removals and GHG mitigation projects financed through carbon credits	-	
ESRS E1-8	Internal carbon pricing	-	
ESRS E1-9	Anticipated financial effects from material physical and transition risks and potential climate-related opportunities	22	

ESRS Index

ESRS S1. Own Workforce

Indicator No.	Title	Page	Note
ESRS 2 SBM-2	Interests and views of stakeholders	15, 46	
ESRS 2 SBM-3	Material impacts, risks and opportunities and their interaction with strategy and business model	18-19	
ESRS S1-1	Policies related to own workforce	62	For additional context, refer to the OHS Policy and the Human Rights Charter.
ESRS S1-2	Processes for engaging with own workforce and workers' representatives about impacts	46	
ESRS S1-3	Processes to remediate negative impacts and channels for own workforce to raise concerns	38, 46, 65	
ESRS S1-4	Taking action on material impacts on own workforce, and approaches to managing material risks and pursuing material opportunities related to own workforce, and effectiveness of those actions	18-19, 29-50	
ESRS S1-5	Targets related to managing material negative impacts, advancing positive impacts, and managing material risks and opportunities	18-19	
ESRS S1-6	Characteristics of the undertaking's employees	106, 108, 121	
ESRS S1-7	Characteristics of non-employees in the undertaking's own workforce	-	
ESRS S1-8	Collective bargaining coverage and social dialogue	46	
ESRS S1-9	Diversity metrics	106, 116, 121	
ESRS S1-10	Adequate wages	44	
ESRS S1-11	Social protection	48	
ESRS S1-12	Persons with disabilities	108, 122	
ESRS S1-13	Training and skills development metrics	49, 110	
ESRS S1-14	Health and safety metrics	39, 112	
ESRS S1-15	Work-life balance metrics	50, 111	
ESRS S1-16	Remuneration metrics (pay gap and total remuneration)	49, 110	
ESRS S1-17	Incidents, complaints and severe human rights impacts	114	

GHG Emission Verification Opinion

HYUNDAI GLOVIS Co., Ltd.

Verification Scope

Korean Standards Association has conducted verification for GHG emissions based on GHG report provided by Hyundai Glovis Co., Ltd. which includes Scope1 and Scope2 emissions.

Verification Standards and Guidelines

To conduct verification activities, verification team applied verification standards and guidelines. The standards and guidelines are as follows.

- Guidance for reporting and verification of GHG emissions trading scheme (No. 2024-155 provided by Ministry of Environment, Republic of Korea)
- Verification Guidelines for the Operation of the Greenhouse Gas Emission Trading System (No. 2024-169 provided by Ministry of Environment, Republic of Korea)
- For matters not specified in other guidelines, refer to 2006 IPCC Guidelines, KS I ISO 14064-1: 2018 and KS I ISO 14064-3: 2019

Level of Assurance

Hyundai Glovis Co., Ltd. GHG emissions satisfies the under Reasonable Assurance (less than ±5.0% of total emissions).

Verification Conclusion

As a result of verification activities, verification team has found no significant errors, omissions, and misstatements. Therefore, Korean Standards Association confirms that following emissions data are adequately quantified.

• 2024 GHG Emissions(Scope1, Scope2)

(Unit: tCO₂eq)

Year	Scope1	Scope2	Total
2024	69,178.266	10,351.573	79,527

※ This emission is based on the March 2025 and the final emission value is subject to change.
※ Decimal place is not considered when calculating the emission of each workplace.

May 21, 2025

Dongmin Moon

KOREAN STANDARDS ASSOCIATION

GHG Emission Verification Opinion

HYUNDAI GLOVIS Co., Ltd

83-21, Wangsimni-ro, Seongdong-gu, Seoul, Republic of Korea

1. Verification Goal

The goals of greenhouse gas (GHG) emission verification (hereinafter referred to as 'verification') conducted by the Korean Standards Association are as follows.

- Confirming the conformity with standards and procedures of GHG emission and GHG emissions calculated within the scope of verification
- Checking the validity of declarations related to the organization's GHG emissions or removals
- Confirming the effective implementation of the organization's management of GHG emissions or removals
- Confirming the conformity of processes for implementing, managing and improving the organization's GHG emissions or removals estimates

2. Verification Scope

Korean Standards Association conducted limited assurance verification of Hyundai Glovis Co., Ltd.'s Scope1 GHG statement.

- Reporting Target : Global marine areas
- Boundary : Scope1(Direct emissions)
 - Scope1 : Scope1 : Ocean-going vessel
- Year : January 1, 2024 to December 31, 2024

3. Verification Criteria and Guidelines

Korean Standards Association conducted verification according to the procedures stipulated in ISO 14064-3 : 2019.

- Calculation criteria
 - KS I ISO 14064-1:2018
 - Guidelines for Reporting and Certification of Emissions from Greenhouse Gas Emissions Trading System Ministry of Environment No. 2025-64)
 - 2006 IPCC Guidelines for National Greenhouse Gas Inventories
 - WRI(World Resources Institute) Greenhouse Gas Protocol
 - IMO MEPC 80/7/4 REDUCTION OF GHG EMISSIONS FROM SHIPS

4. Level of assurance verification and Responsibility

Korean Standards Association provides verification at limited level of assurance to strengthen GHG management for your company's GHG emissions.

- On-site inspection : Visit to Hyundai Glovis Headquarters
- Method of confirmation
 - Interview with greenhouse gas emissions manager and field staff
 - Review of the management system and data used to calculate greenhouse gas emissions during the reporting period
 - Tracking review of internal documents and basic data

Hyundai Glovis Co., Ltd. should provide fair data on information and evidence related to GHG emissions, and the KSA is limited to guaranteeing GHG emissions.

5. Verification Limit

GHG emissions can be affected by factors such as data limits and uncertainties in the scope of verification, and inherent limitations may exist accordingly.

6. Verification Conclusion

No errors or false facts were found in Hyundai Glovis Co., Ltd.'s GHG emissions verified through the ISO 14064-3 verification procedure within the scope of verification.

• Appendix. Scope3 GHG Emissions of Domestic's Corporations

(Unit: tCO₂eq)

Division		Subtotal
Scope1	Emissions Based on Actual Fuel Mix	3,204,814.086

※ Note 1 : 'Actual fuel-based emissions' refer to the annual GHG emissions actually generated from the operation of ocean-going vessels.
 ※ Note 2 : Final GHG emissions are presented to three decimal places (rounded at the fourth decimal place)

May 23, 2025

Pengmin Moon

GHG Emission Verification Opinion

HYUNDAI GLOVIS Co., Ltd

83-21, Wangsimni-ro, Seongdong-gu, Seoul, Republic of Korea

1. Verification Goal

The goals of greenhouse gas (GHG) emission verification (hereinafter referred to as 'verification') conducted by the Korean Standards Association are as follows.

- Confirming the conformity with standards and procedures of GHG emission and GHG emissions calculated within the scope of verification
- Checking the validity of declarations related to the organization's GHG emissions or removals
- Confirming the effective implementation of the organization's management of GHG emissions or removals
- Confirming the conformity of processes for implementing, managing and improving the organization's GHG emissions or removals estimates

2. Verification Scope

Korean Standards Association conducted limited assurance verification of Domestic consolidated subsidiaries of Hyundai Glovis Co., Ltd.'s Scope1 and Scope2 GHG statement.

- Reporting Target : Domestic consolidated subsidiaries of Hyundai Glovis Co., Ltd. (G-Marine Service Co., Ltd. and Altiall Inc.)
- Boundary : Scope1(Direct emissions), Scope2(Indirect emissions)
 - Scope1 : Stationary combustion, Mobile combustion
 - Scope2 : Externally purchased power
- Year : January 1, 2024 to December 31, 2024

3. Verification Criteria and Guidelines

Korean Standards Association conducted verification according to the procedures stipulated in ISO 14064-3 : 2019.

- Calculation criteria
 - KS I ISO 14064-1:2018
 - Guidelines for Reporting and Certification of Emissions from Greenhouse Gas Emissions Trading System Ministry of Environment No. 2025-64)
 - 2006 IPCC Guidelines for National Greenhouse Gas Inventories
 - WRI(World Resources Institute) Greenhouse Gas Protocol

4. Level of assurance verification and Responsibility

Korean Standards Association provides verification at limited level of assurance to strengthen GHG management for your company's GHG emissions.

- On-site inspection : Visit to Hyundai Glovis Headquarters
- Method of confirmation
 - Interview with greenhouse gas emissions manager and field staff
 - Review of the management system and data used to calculate greenhouse gas emissions during the reporting period
 - Tracking review of internal documents and basic data

Hyundai Glovis Co., Ltd. should provide fair data on information and evidence related to GHG emissions, and the KSA is limited to guaranteeing GHG emissions.

5. Verification Limit

GHG emissions can be affected by factors such as data limits and uncertainties in the scope of verification, and inherent limitations may exist accordingly.

6. Verification Conclusion

No errors or false facts were found in Hyundai Glovis Co., Ltd.'s GHG emissions verified through the ISO 14064-3 verification procedure within the scope of verification.

• Appendix. GHG Emissions of Domestic consolidated subsidiaries(Scope1, Scope2)

(Unit: tCO₂e)

No.	Division	Scope1	Scope2	Subtotal
1	G-Marine Service Co., Ltd	22.234	187.918	210.152
2	Altiall Inc.	13.873	26.898	40.771
Total		36.107	214.816	250

※ Note : The final GHG emissions are presented as integer values (with decimals truncated).

May 23, 2025

Pengmin Moon

GHG Emission Verification Opinion

HYUNDAI GLOVIS Co., Ltd

83-21, Wangsimni-ro, Seongdong-gu, Seoul, Republic of Korea

1. Verification Goal

The goals of greenhouse gas (GHG) emission verification (hereinafter referred to as 'verification') conducted by the Korean Standards Association are as follows.

- Confirming the conformity with standards and procedures of GHG emission and GHG emissions calculated within the scope of verification
- Checking the validity of declarations related to the organization's GHG emissions or removals
- Confirming the effective implementation of the organization's management of GHG emissions or removals
- Confirming the conformity of processes for implementing, managing and improving the organization's GHG emissions or removals estimates

2. Verification Scope

Korean Standards Association conducted limited assurance verification of Overseas consolidated subsidiaries of Hyundai Glovis Co., Ltd.'s Scope1 and Scope2 GHG statement.

- Reporting Target : 24 Overseas consolidated subsidiaries of Hyundai Glovis Co., Ltd. consolidated based on financial control
- Boundary : Scope1(Direct emissions), Scope2(Indirect emissions)
 - Scope1 : Stationary combustion, Mobile combustion
 - Scope2 : Externally purchased power
- Year : January 1, 2024 to December 31, 2024

3. Verification Criteria and Guidelines

Korean Standards Association conducted verification according to the procedures stipulated in ISO 14064-3 : 2019.

- Calculation criteria
 - KS I ISO 14064-1:2018
 - Guidelines for Reporting and Certification of Emissions from Greenhouse Gas Emissions Trading System Ministry of Environment No. 2025-64)
 - 2006 IPCC Guidelines for National Greenhouse Gas Inventories
 - WRI(World Resources Institute) Greenhouse Gas Protocol

4. Level of assurance verification and Responsibility

Korean Standards Association provides verification at limited level of assurance to strengthen GHG management for your company's GHG emissions.

- On-site inspection : Visit to Hyundai Glovis Headquarters
- Method of confirmation
 - Interview with greenhouse gas emissions manager and field staff
 - Review of the management system and data used to calculate greenhouse gas emissions during the reporting period
 - Tracking review of internal documents and basic data

Hyundai Glovis Co., Ltd. should provide fair data on information and evidence related to GHG emissions, and the KSA is limited to guaranteeing GHG emissions.

5. Verification Limit

GHG emissions can be affected by factors such as data limits and uncertainties in the scope of verification, and inherent limitations may exist accordingly.

6. Verification Conclusion

No errors or false facts were found in Hyundai Glovis Co., Ltd.'s GHG emissions verified through the ISO 14064-3 verification procedure within the scope of verification.

GHG Emission Verification Opinion

• Appendix 1. GHG Emissions of Overseas consolidated subsidiaries : Local-Based Emissions (Unit: tCO₂eq)

No.	Division	Scope1	Scope2	Subtotal
1	Glovis America, Inc.	2,771.808	5,166.371	7,938.179
2	Greater Erie Auto Auction LLC	259.276	88.447	347.723
3	Extreme Transportation Inc.	31,109.922	-	31,109.922
4	Glovis Georgia LLC	1,159.821	2,194.427	3,354.248
5	Glovis Alabama LLC	1,279.789	2,157.957	3,437.746
6	Glovis Canada, Inc.	-	5.629	5.629
7	Glovis EV Logistics America, LLC	6.939	1,198.316	1,205.255
8	Hyundai Glovis Mexico S de RL de CV	171.024	69.728	240.752
9	Glovis Brazil Logistica LTDA	1,204.703	4.070	1,208.773
10	Glovis Europe, GmbH.	263.375	47.045	310.420
11	Adampol S.A.	26,079.110	395.591	26,474.701
12	Glovis Slovakia, s.r.o.	574.876	15.144	590.020
13	Hyundai Glovis Czech Republic Co, s.r.o.	672.887	820.848	1,493.735
14	Glovis Russia LLC	374.886	41.612	416.498
15	Hyundai Glovis Lojistik Sanayi ve Ticaret. Ltd. Sti.	122.589	16.197	138.787
16	Glovis India Pvt Ltd	17,109.170	1,495.785	18,604.955
17	GLOVIS INDIA ANANTAPUR Private Ltd	969.449	4,177.750	5,147.199
18	Pt. GLOVIS Indonesia International	985.274	289.587	1,274.861
19	Beijing Glovis Warehousing & Transportation Co., Ltd.	50.603	97.077	147.680
20	Chengdu Glovis Supply Chain Management Co., Ltd.	3.138	7.705	10.843
21	Jiangsu Sichuang Logistics Co., Ltd	3,105.167	4.965	3,110.132
22	Hyundai Glovis Vietnam Co., Ltd.	16.863	7.481	24.344
23	PT. GLOVIS INDONESIA LOGISTICS	13.064	68.704	81.768
24	Hyundai Glovis Logistics (Thailand) Co., Ltd.	6.144	3.607	9.751
Total		88,309.879	18,374.044	106,683

* Note: The final GHG emissions are presented as integer values (with decimals truncated).

• Appendix 2. GHG Emissions of Overseas consolidated subsidiaries : Market-Based Emissions (Unit: tCO₂eq)

No.	Division	Scope1	Scope2	Subtotal
1	Glovis America, Inc.	2,771.808	5,166.371	7,938.179
2	Greater Erie Auto Auction LLC	259.276	88.447	347.723
3	Extreme Transportation Inc.	31,109.922	-	31,109.922
4	Glovis Georgia LLC	1,159.821	2,194.427	3,354.248
5	Glovis Alabama LLC	1,279.789	2,157.957	3,437.746
6	Glovis Canada, Inc.	-	5.629	5.629
7	Glovis EV Logistics America, LLC	6.939	1,198.316	1,205.255
8	Hyundai Glovis Mexico S de RL de CV	171.024	69.728	240.752
9	Glovis Brazil Logistica LTDA	1,204.703	4.070	1,208.773
10	Glovis Europe, GmbH.	263.375	47.045	310.420
11	Adampol S.A.	26,079.110	192.030	26,271.140
12	Glovis Slovakia, s.r.o.	574.876	15.144	590.020
13	Hyundai Glovis Czech Republic Co, s.r.o.	672.887	820.848	1,493.735
14	Glovis Russia LLC	374.886	41.612	416.498
15	Hyundai Glovis Lojistik Sanayi ve Ticaret. Ltd. Sti.	122.589	16.197	138.787
16	Glovis India Pvt Ltd	17,109.170	1,495.785	18,604.955
17	GLOVIS INDIA ANANTAPUR Private Ltd	969.449	4,177.750	5,147.199
18	Pt. GLOVIS Indonesia International	985.274	289.587	1,274.861
19	Beijing Glovis Warehousing & Transportation Co., Ltd.	50.603	97.077	147.680
20	Chengdu Glovis Supply Chain Management Co., Ltd.	3.138	7.705	10.843
21	Jiangsu Sichuang Logistics Co., Ltd	3,105.167	4.965	3,110.132
22	Hyundai Glovis Vietnam Co., Ltd.	16.863	7.481	24.344
23	PT. GLOVIS INDONESIA LOGISTICS	13.064	68.704	81.768
24	Hyundai Glovis Logistics (Thailand) Co., Ltd.	6.144	3.607	9.751
Total		88,309.879	18,170.482	106,480

* Note: The final GHG emissions are presented as integer values (with decimals truncated).

May 23, 2025

GHG Emission Verification Opinion

HYUNDAI GLOVIS Co., Ltd

83-21, Wangsimni-ro, Seongdong-gu, Seoul, Republic of Korea

1. Verification Goal

The goals of greenhouse gas (GHG) emission verification (hereinafter referred to as 'verification') conducted by the Korean Standards Association are as follows.

- Confirming the conformity with standards and procedures of GHG emission and GHG emissions calculated within the scope of verification
- Checking the validity of declarations related to the organization's GHG emissions or removals
- Confirming the effective implementation of the organization's management of GHG emissions or removals
- Confirming the conformity of processes for implementing, managing and improving the organization's GHG emissions or removals estimates

2. Verification Scope

Korean Standards Association conducted limited assurance verification of Hyundai Glovis Co., Ltd.'s Scope3 GHG statement.

- Reporting Target : Hyundai Glovis Co., Ltd. Domestic business sites, Overseas and Domestic consolidated subsidiaries
- Boundary : Scope3(Other indirect emissions)
 - Scope3: Category 1. Purchased goods and service
 - Category 2. Capital goods
 - Category 3. Fuel and energy-related activities(not included in scope 1 or scope 2)
 - Category 4. Upstream transportation and distribution
 - Category 5. Waste generated in operations
 - Category 6. Business travel
 - Category 7. Employee commuting
 - Category 15. Investments
- Year : January 1, 2024 to December 31, 2024

3. Verification Criteria and Guidelines

Korean Standards Association conducted verification according to the procedures stipulated in ISO 14064-3 : 2019.

- Calculation criteria
 - KS I ISO 14064-1:2018
 - Guidelines for Reporting and Certification of Emissions from Greenhouse Gas Emissions Trading System Ministry of Environment No. 2025-64)
 - 2006 IPCC Guidelines for National Greenhouse Gas Inventories
 - WRI(World Resources Institute) Greenhouse Gas Protocol
 - Corporate Value Chain (Scope 3) Accounting and Reporting Standard
 - Technical Guidance for Calculating Scope 3 Emissions – Supplement to the Corporate Value Chain (Scope 3) Accounting & Reporting Standard
 - IMO MEPC 80/7/4 REDUCTION OF GHG EMISSIONS FROM SHIPS

4. Level of assurance verification and Responsibility

Korean Standards Association provides verification at limited level of assurance to strengthen GHG management for your company's GHG emissions.

- On-site inspection : Visit to Hyundai Glovis Headquarters
- Method of confirmation
 - Interview with greenhouse gas emissions manager and field staff
 - Review of the management system and data used to calculate greenhouse gas emissions during the reporting period
 - Tracking review of internal documents and basic data

Hyundai Glovis Co., Ltd. should provide fair data on information and evidence related to GHG emissions, and the KSA is limited to guaranteeing GHG emissions.

GHG Emission Verification Opinion

5. Verification Limit

GHG emissions can be affected by factors such as data limits and uncertainties in the scope of verification, and inherent limitations may exist accordingly.

6. Verification Conclusion

No errors or false facts were found in Hyundai Glovis Co., Ltd.'s GHG emissions verified through the ISO 14064-3 verification procedure within the scope of verification.

• Appendix. GHG Emissions from Domestic Business Sites, Overseas and Domestic consolidated subsidiaries(Scope3)

(Unit: tCO₂eq)

Category		GHG Emissions
Category 1	Purchased goods and service	153,327
Category 2	Capital goods	160,931
Category 3	Fuel and energy-related activities(not included in scope 1 or scope 2)	259,424
Category 4	Upstream transportation and distribution	6,766,285
Category 5	Waste generated in operations	11,482
Category 6	Business travel	4,433
Category 7	Employee commuting	31,786
Category 15	Investments	307
Total		7,387,976

* Note: Emissions for each category are presented as integer values (rounded), and the final total GHG emissions are presented as integer values (decimals truncated).

Independent Assurance Opinion Statement

Overview

The British Standards Institution (hereinafter referred to as the "Assurer") was requested to verify the Hyundai Glovis Sustainability Report 2025 (hereinafter referred to as the "Report"). The Assurer is independent to and has no major operational financial interest other than the assurance of the Report. This assurance opinion statement is intended to provide information related to the assurance of the Hyundai Glovis' report relating to the environment, social and governance (ESG) to the relevant stakeholders and may not be used for any other purpose. This assurance opinion statement is prepared based on the information presented by the Hyundai Glovis. The verification does not extend beyond such information and is solely based on it. In performing such verification, the Assurer has assumed that all such information is complete and accurate.

Hyundai Glovis is responsible for managing the relevant information contained within the scope of assurance, operating the relevant internal control procedures, and for all information and claims contained in the Report. Any queries that may arise by virtue of this independent assurance opinion statement or matters relating to it should be addressed to Hyundai Glovis only.

The Assurer is responsible for providing Hyundai Glovis' management team with an independent assurance opinion containing professional opinions derived by applying the assurance methodology to the scope specified, and to provide the information to all stakeholders of Hyundai Glovis. The Assurer will not, in providing this Independent assurance opinion statement, accept or assume responsibility (legal or otherwise) or accept liability for or in connection with any other purpose for which it may be used, or to any person or party by whom the Independent assurance opinion statement may be read.

Scope

The scope of engagement agreed upon with Hyundai Glovis includes the following:

- Report contents during the period from January 1st to December 31st 2024 included in the Report, some data of 2025 are included.
- Major assertion included in the Report, such as sustainability management policies and strategies, goals, projects, and performance, and the Report contents related to material issues determined as a result of materiality assessment.
- Appropriateness and consistency of processes and systems for data collection, analysis and review.
- Confirmation of the Report's compliance with the AA1000 AccountAbility Four Principles and, where applicable, the reliability of the sustainability performance information contained within the Report, based on the type of sustainability assurance performed in accordance with AA1000 AS v3.

The following contents were not included in the scope of assurance.

- Financial information in Appendix.
- Index items related to other international standards and initiatives other than the GRI.
- Other related additional information such as the website, business annual report.

Assurance Level and Type

The assurance level and type are as follows;

- Moderate level based on AA1000 AS and Type 2 (confirmation to the four principles as described in the AA1000 Accountability Principle 2018 and quality and reliability of specific performance information published in the report.)

Description and sources of disclosures covered

Based on the scope and methodology of assurance applied, the Assurer reviewed the following disclosures based on the sampling of information and data provided by Hyundai Glovis.

[Universal Standards]

2-1 to 2-5 (The organization and its reporting practices), 2-6 to 2-8 (Activities and workers), 2-9 to 2-21 (Governance), 2-22 to 2-28 (Strategy, policies and practices), 2-29 to 2-30 (Stakeholder engagement), 3-1 to 3-3 (Material Topics Disclosures)

[Topic Standards]

302-1, 302-3, 303-3~5, 305-1~5, 306-1~4, 308-2, 401-1~3, 403-1~10, 404-1~3, 405-1~2, 414-2

Methodology

As a part of its independent assurance, the Assurer has used the methodology developed for relevant evidence collection in order to comply with the verification criteria and to reduce errors in reporting. The Assurer has performed the following activities;

- Validation of the materiality assessment and internal analytical process for determining assurance priorities, and a top-level review of issues that may be raised by external stakeholders in the context of sustainability.
- Discussion with managers and representatives on stakeholder engagement.
- Review of the supporting evidence related to the material issues through interviews with senior managers in the responsible departments.
- Review of the system for sustainability management strategy process and implementation.
- Review of the materiality issue analysis process and prioritization and verifying the results.
- Verification of data generation, collection and reporting for each performance index and document review of relevant systems, policies, and procedures.
- An assessment of Hyundai Glovis' reporting and management processes against the principles of Inclusivity, Materiality, Responsiveness and Impact as described in the AA1000 AccountAbility Principles Standard (2018).
- Visit of the HQ of Hyundai Glovis to confirm the data collection processes, record management practices.

Independent Assurance Opinion Statement

Limitations and approach used to mitigate limitations

The Assurer performed limited verification for a limited period based on the data provided by Hyundai Glovis. It implies that the Assurer is therefore subject to limitations relating to inherent risks that may exist without the identification of material errors. The Assurer does not provide assurance on possible future impacts that cannot be predicted or verified during the verification process and any additional aspects related thereto.

Competency and Independence

British Standards Institution (BSI) is a leading global standards and assessment body founded in 1901. BSI is an independent professional institution that specializes in quality, health, safety, social and environmental management with over 120 years history in providing independent assurance services globally. No member of the assurance team has a business relationship with Hyundai Glovis. The Assurer has conducted this verification independently, and there has been no conflict of interest. All assurers who participated in the assurance have qualifications as an AA1000AS assurer, have a lot of assurance experience, and have in-depth understanding of the BSI Group's assurance standard methodology.

Opinion Statement

The assurance was conducted by a team of sustainability report assurers in accordance with the AA1000 Assurance Standard v3. The Assurer planned and performed the verification and collected sufficient evidence to explain Hyundai Glovis' approach to the AA1000 Assurance Standard and to provide confidence in its self-declaration of compliance with the GRI Standards.

On the basis of our methodology and the activities described above, it is our opinion that the information and data included in the Report are accurate and reliable and the Assurer cannot point out any substantial aspects of material with mistake or misstatement. We believe that the economic, social and environment performance indicators are accurate and are supported by robust internal control processes.

Conclusions

The Report is prepared in accordance with the GRI Standards. (Reporting in accordance with the GRI standards). A detailed review against the AA1000 AccountAbility Principles of Inclusivity, Materiality, Responsiveness and Impact and the GRI Standards is set out as below.

Inclusivity: Stakeholder Engagement and Opinion

Hyundai Glovis divides key stakeholders who have an important influence on corporate management activities into employees, partners, investors, related organizations, and customers, and operates communication channels suitable for each target. Through communication channels, the opinions and requirements of stakeholders are collected and reflected in management activities such as strategy establishment and implementation, and the relevant process is disclosed through reports.

Materiality: Identification and reporting of material sustainability topics

Hyundai Glovis established strategies related to sustainable management, established a process to derive reporting issues, applied the materiality assessment method to select related material issues by comprehensively considering external environmental and social impacts and financial impacts. Hyundai Glovis conducted a survey of internal and external stakeholders and drew priorities. Based on the results of the materiality assessment, strategies, indicators, and goals for key issues such as climate change, safety and health, and talent management are established to implement ESG management, and major activities and plans related thereto are transparently disclosed in this report.

Responsiveness: Responding to material sustainability topics and related impacts

Hyundai Glovis has established a management process for key reporting issues related to important sustainability topics and related impacts. In order to respond appropriately in a way that reflects the expectations of stakeholders, we have established an ESG strategy that considers key reporting issues and disclosed related policies, task performance status, activity performance, and response performance, including improvement measures, through reports.

Impact: Impact of an organization's activities and material sustainability topics on the organization and stakeholders

Hyundai Glovis has established a process to identify and evaluate the impact on organizations and stakeholders related to key reporting issues. The results of the analysis of impact, risk, and opportunity factors on key reporting issues are used to make decisions to establish a response strategy for each issue, and the process is disclosed through reports.

Findings and conclusions concerning the reliability and quality of specified performance information

The GRI Topic Standards are based on the information and data provided by the reporting organization and the GRI Topic Disclosures related to energy consumption, waste generated & diverted from disposal, water consumption, supply chain impact assessment and action, number of deaths and loss of work (LTIFR), and gender wage indicators. In order to verify the reliability and accuracy of the data and information, internal control procedures related to data processing, and management were verified through interviews with the responsible department, and accuracy was verified through sampling. Errors and intentional distortions in sustainability performance information included in the Report were not found through assurance processes. The Hyundai Glovis manages the sustainability performance information through reliable internal control procedures and can track the process of deriving the source of the performance. Errors and unclear expressions found during the assurance process were corrected and the Assurer confirmed the final version of the Report prior to its final publication.

- GRI Topic Standards: 302-1, 302-3, 303-3~5, 305-1~5, 306-1~4, 308-2, 401-1~3, 403-1~10, 404-1~3, 405-1~2, 414-2

Independent Assurance Opinion Statement

Recommendations and Opportunity for improvement

The Assurer provides the following observations to the extent that they do not affect the assurance opinion; Under the ESG vision of "Clean Flow, Make Together," Hyundai Glovis continues to internalize sustainability management and fulfill its responsibilities as a global leading SCM provider based on 11 tasks to create a clean flow across the environment, society and governance. In order to strengthen Hyundai Glovis' sustainability management governance in the future and internalize sustainable management at the enterprise level, it is necessary to consider relevant global standards such as ESG principles.

GRI-reporting

Hyundai Glovis has self-declared compliance with GRI Standards. Based on the data and information provided by Hyundai Glovis, the Assurer confirmed that the Report is prepared in accordance with the GRI Standards, and confirmed there are no errors in the disclosures related to the Universal Standards and Topic Standards Indicators. No sector standard is applied.

Issue Date: 21/07/2025
For and on behalf of BSI (British Standards Institution):

BSI representative



Jong Ho Lee,
Lead Assurer



Seonghwan Lim,
Managing Director of BSI Korea

BSI Group Korea Limited: 29, Insa-dong 5-gil, Jongno-gu, Seoul, South Korea
Hold Statement Number: SRA 749093



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